

Minutes of the Executive Committee

National Conference of Social Work

Sunday, January 10, 1937, 2:30 P.M., Russell Sage Foundation Building, 130 East 22nd Street, New York City

The following members were present: Miss Abbott, the President, Mr. Braucher, Miss Brown, Mr. Hill, Monsignor Keegan, Mr. Kellogg, Miss Lenroot, Miss McHugh, Dr. Potter, Miss Reynolds, Mr. Street, and the General Secretary.

In the absence of the treasurer, the secretary presented the treasurer's report (see copy attached). After thorough discussion and upon motion duly made and seconded it was

Voted to approve the report of the treasurer for the fiscal year, January 1, to December 31, 1936.

The budget for 1937 was then presented (see copy attached). After thorough discussion and upon motion duly made and seconded, it was

Voted to approve the budget for 1937 as presented.

A further discussion of the regulation regarding registration at the annual meeting which requires that all persons attending morning meetings must register and in so doing, if they are not already members or representatives of member agencies, become members at least in the minimum classification. It was recommended that the regulation be continued but that provision be made for a special registration fee of \$1 for those who could attend for but one day. After thorough discussion and upon motion duly made and seconded, it was

Voted to approve the recommendation.

Upon motion duly made and seconded, it was

Voted that the President appoint a committee of two members of the Executive Committee to bring in nominations to the Executive Committee for the appointment of:

A. One person to serve a three year term on the Editorial Committee in the place of Paul Benjamin, Buffalo, New York, whose term expires.

B. Two persons to serve a term of three years each on the Program Committee in the places of Bleecker Marquette, Cincinnati, Ohio,

and Fred Johnson, Detroit, Michigan, whose terms expire, and report their nominations at the next meeting of the Executive Committee.

The secretary reported on behalf of Mr. Beisser, the chairman of the Committee to Reconsider the Functions of the Time and Place Committee that the Committee was not yet ready to make a final report due to the fact that two members of the Committee have not been able to attend the last two meetings of the Committee and also that there were two lines of study that they wished to pursue further before making a final report. They therefore reported progress.

The secretary reported the application of the Forum on the American Indian for status as a special group of the Conference. This informal organization is an outgrowth of the former Committee on the American Indian of the Conference and is designed to bring together for purposes of meeting and conference at the time of the National Conference of Social Work people interested in the American Indian. Upon motion duly made and seconded, it was

Voted to approve the application of the Forum on the American Indian for status of a special group in the Conference.

The President reported informally on further correspondence with Mr. Jacob Fisher of the National Coordinating Committee of Social Service Employee Groups relative to the use of cocktail bars by negro delegates at Indianapolis. The Executive Committee again reiterated its position that the Conference should assume no responsibility for facilities beyond that of housing and dining rooms and that recreation facilities were outside of their scope of responsibility.

The Executive Committee then discussed informally the tentative program for the Indianapolis meeting and made several suggestions to the Program Committee of the Conference.

There being no further business, upon motion duly made and seconded, it was

Voted to adjourn.

The next stated meeting of the Executive Committee will be held in Indianapolis on Sunday, May 23, 1937.

Howard R. King, Jr.
Genl Secy

National Conference of Social Work

Treasurers Report

December 31, 1936

The Treasurer presents herewith his report for the fiscal year January 1 to December 31, 1936. The Conference entered the year 1936 carrying over a net deficit of \$2273.17. In setting up the budget for 1936 the income was estimated at \$48,800 with total expenditures including the liquidation of the deficit of \$2273.17 of \$47,858. That the estimates of both income and expenditures as originally planned were sound is borne out by the fact that the income did reach \$47,563.33 which while it would not have cleared up the entire deficit would have done so within \$300. All of this sound planning, however, was disrupted by the unusual circumstances of shifting the Conference from Washington to Atlantic City and instead of practically balancing the budget for 1936, the Conference is ending the year with a deficit of \$5427.31.

This shift to Atlantic City threw an unprecedented responsibility upon the Conference, a responsibility ordinarily assumed by the host city. To meet this situation an effort was made to raise special funds in addition to the regular Conference income to provide for the local expense. In this we were only partially successful. The effort has been continued since the Atlantic City meeting with the result that all but \$1852 has been provided. (See Atlantic City statement). This \$1852 must be assumed by the Conference. In addition to this amount, however, an added expense was thrown upon the Conference because in the absence of the usual local help provided, more of the Conference staff had to be taken to Atlantic City and kept there for a longer time to set up the Conference machinery. This also necessitated a number of additional trips to and from Atlantic City to make arrangements. In brief, the Conference staff had to assume not only its usual responsibility but practically all of the functions performed by the local committees. The large increase in membership has also entailed increased cost for bulletins, printing and incidental expenses.

So that the end of 1936 finds us with expenditures and accounts payable of \$52,990.64 which includes the estimated cost of \$4000 for printing the 1936 Proceedings, which bill has not yet been received, and with receipts and accounts receivable of \$47,563.33, leaving a deficit of \$5427.31. This deficit as explained above is due primarily to the Atlantic City experience.

Our 1937 budget which is herewith presented is planned to wipe out this deficit or at least the greater part of it, hoping thereby to accomplish finally two things: first, the final absorption of the cost of two Proceedings in one fiscal period made necessary by the change in

our fiscal year several years ago and which we have never yet quite accomplished; second, the absorption of the deficit created by the Atlantic City meeting. Upon a conservative estimate we feel safe in anticipating an income for 1937 of \$51,790. Expenditures recommended total \$45,650, providing an estimated excess of income over expenditures of \$6,140 which should be sufficient to absorb the deficit of \$5427.31. It is the Treasurer's recommendation that this budget be adopted, but that the situation be reviewed at the end of the first six months and adjustments made if needed. The Treasurer feels that at least half of the deficit must be absorbed in 1937.

A word of explanation about the anticipated income based on the 1937 membership estimates: The net gain of membership in 1936 was 1915. For 1937 a net gain of 836 members is anticipated. The proportion of our total membership coming from agency members either sustaining or institutional in relation to the total membership is smaller than it was preceding the depression. This is quite understandable. However, it also indicates where the financial structure of the Conference needs to be strengthened. Working along these lines an organized effort has been made during the last four months of 1936 to secure new permanent agency memberships in one classification or the other. Returns of these efforts are beginning to come in. In eight of the larger cities local committees created upon the suggestion of the Secretary are definitely cooperating with the Conference to bring the financial support of the Conference from this source up to a reasonable quota. This effort should be continued in all the major cities so that organized social work in each city shall bear its proportionate responsibility for the support of the Conference.

The following appendices which are a part of this report give the details supporting this report:

- A. Financial Statement. Total Cash Receipts and Expenditures.
- B. Budget Statement and 1937 Budget.
- C. Recapitulation--Total Assets and Liabilities and Estimated Summary, 1937.
- D. Receipts and Expenditures, Atlantic City Special Account.
- E. Membership--1936 and Estimates--1937.

Respectfully submitted,

Arch Mandel,

Treasurer.

A.

National Conference of Social Work

Financial Statement

January 1 - December 31, 1936

Operating Balance, January 1 \$ 1011.83

Receipts:

Memberships	\$44145.66
Contributions	506.27
Sales, Bulletin	41.95
Sales, Proceedings	87.20
Refunds	440.42
Miscellaneous	<u>311.35</u>

Total Receipts 45532.85

Total Receipts and Balance 46544.68

*Expenditures:

Salaries	24030.04
Travel	6882.78
Printing	5220.56
Postage	2797.17
Supplies	808.05
Telephone and Telegraph	501.32
Rent	800.00
Equipment and Repair	795.77
Miscellaneous	1258.59
Refunds	<u>250.79</u>

Total Expenditures 43345.07

Balance 3199.61

Applied to Special Account, November 3734.11

Receipts Returned by Special Acct., December 1881.75

Balance Applied on Special Acct., December 1852.36

Actual Balance for N. C. S. W. Account 1347.25

Anticipated Income for Special Account 88.65

Balance Anticipated \$ 1435.90

*Functional Distribution of Expenditures

General Administration	\$15158.21
Membership and Publicity	4560.21
Annual Meeting	4800.28
Proceedings	1811.75
Bulletin	3042.23
Office Operation	13047.03
Other	<u>925.36</u>

\$43345.07

B.

Budget Statement
January 1, to December 31, 1936
and Budget, 1937

Income:	Budget 1936	Actual 1936	Budget 1937
Membership	\$45300.00	\$42400.66	\$47790.00
Guarantee, Indianapolis	1000.00	670.00	
Guarantee, Seattle	1000.00	400.00	2000.00
Miscellaneous	<u>1500.00</u>	<u>1685.31</u>	<u>2000.00</u>
Total	48800.00	45155.97	51790.00
Expenditures:			
Salaries	25125.00	24030.04	23890.00
Travel	5500.00	7449.63	5550.00
Printing	8500.00	*10265.94	9950.00
Postage	3000.00	3014.47	3000.00
Supplies	1000.00	858.60	1000.00
Telephone and Telegraph	500.00	534.42	500.00
Rent	960.00	960.00	960.00
Equipment and repairs	500.00	806.91	300.00
Miscellaneous	500.00	1114.02	500.00
Refunds	<u>-----</u>	<u>250.79</u>	<u>-----</u>
Total	45585.00	49284.82	45650.00
General Administration	14300.00	15456.76	14700.00
Membership and Publicity	3725.00	4756.16	4200.00
Annual Meeting	3700.00	5246.08	3700.00
Proceedings	5300.00	* 5638.08	5650.00
Bulletin	3500.00	3803.08	4000.00
Office Operation	14560.00	13449.30	12900.00
Other	<u>500.00</u>	<u>935.36</u>	<u>500.00</u>
Total	\$45585.00	\$49284.82	\$45650.00

* Includes \$4,000. estimated bill for 1936 Proceedings not yet received.

E.

National Conference of Social Work

Membership Statement 1936

	\$3	\$5	\$10	\$25	Total
Memberships Dec. 31, 1935 renewable in 1936	2346	2674	353	424	5797
1935 memberships renewed in 1936	1030	1836	310	350	3526
New members 1936	2783	1101	170	132	4186
Total members, December 31, 1936	3813	2937	480	482	7712
Net gain	1467	263	127	58	1915
1936 renewal rate	44.%	69.%	88.%	83.%	

Estimates 1937

1936 memberships renewed in 1937 (est.)	1680	2026	422	400	4528
New members (est.)	2500	1200	160	160	4020
Total estimated	4180	3226	582	560	8548
Net gain	367	289	102	78	836

Membership Growth

					Gain
1934	1646	2196	239	384	4465
1935	2346	2674	353	424	5797 1332
1936	3813	2937	480	482	7712 1915
1937 (est.)	4180	3226	582	560	8548 836

C.

Recapitulations - Total Assets and Liabilities

December 31, 1936

and Estimated Summary for 1937

Operating Balance, January 1, 1936	\$ 1011.83
Receipts, January 1 - December 31, 1936	45532.85
Balance due on Guarantees	930.00
Bills receivable	<u>88.65</u>
Total Assets	47563.33
Net Deficit	<u>5427.31</u>
	52990.64
Expenditures, January 1, December 31, 1936	43345.07
Bills payable, 1936	* 6939.75
Bills (balance) for 1935 Proceedings	<u>2705.82</u>
Total Liabilities	\$52990.64

*Includes \$4000 estimated Bill for 1936
Proceedings not yet received.

Summary, 1937

Estimated income	\$51790.00
Estimated expenditures	<u>45650.00</u>
Balance	6140.00
Deficit, 1936	<u>5427.31</u>
Estimated Balance	\$ 712.69

D.

National Conference of Social Work

Financial Statement

December 31, 1936

Special Account for Atlantic City Conference

Receipts:

Contributions:

New York	\$ 4500.00
Philadelphia	100.00
New Jersey	613.20
Atlantic City Convention Bureau	2100.00
Personal	<u>836.50</u>

Total Contributions	\$ 8149.70
---------------------	------------

Refunds:

Associate Groups	2094.65
Other	<u>22.85</u>

Total Refunds	<u>2117.50</u>
---------------	----------------

Total Receipts	10267.20
----------------	----------

Expenditures:

Salaries	4050.56
Travel	848.39
Printing	2434.45
Postage	164.42
Supplies	706.44
Telephone and Telegraph	450.92
Equipment	1272.02
Associate Groups	1336.90
Miscellaneous	<u>855.46</u>

Total Expenditures	<u>\$12119.56</u>
--------------------	-------------------

Deficit	1852.36
---------	---------

Transferred from N. C. S. W. Funds	<u>\$ 1852.36</u>
------------------------------------	-------------------

Minutes of the Executive Committee
National Conference of Social Work

Sunday, May 23, 1937, 1:00 P.M., Parlor B, Claypool Hotel,
Indianapolis, Indiana.

The following members were present: Miss Abbott, the President, Miss Brown, Mr. Hall, Mr. Hill, Monsignor Keegan, Dr. Lowenstein, Miss McHugh, Miss McMahon, Mr. Mandel, Dr. Potter, Miss Reynolds, and the General Secretary.

The Treasurer, Mr. Arch Mandel, presented an interim report on the financial status of the Conference as of April 30, 1937. The statements are attached herewith. He called attention to the fact that the Conference closed the year with a large deficit due to the Atlantic City experience and the absorption of the balance of that deficit was one of the financial tasks of the year. Every effort was being made not only to absorb last year's deficit but to close the year 1937 with a balanced budget or at least a reduced deficit. After thorough informal discussion motion was duly made and seconded, and it was

Voted to approve the report of the Treasurer.

The Secretary reported that after consultation with the social work leaders and the hotels in Seattle that he recommended the dates, June 26 to July 2, for the 1938 annual meeting of the Conference in Seattle. After thorough discussion and upon motion duly made and seconded, it was

Voted to approve the dates as recommended.

It was called to the attention of the Committee that it was customary for the Executive Committee to authorize the President to appoint the usual Committee on Tellers and Committee on Elections for their respective duties during the annual meeting. Upon motion duly made and seconded, it was

Voted that the President appoint the Committee on Tellers and the Committee on Elections. The President subsequently appointed these as follows: Committee on Tellers - Harriet Bartlett, Massachusetts, Louis Evans, Indiana, and Helen Jeter, Washington, D. C.; Committee on Elections - Eleanor Goltz, Michigan, Louis Horn, Nebraska, Donald Howard, New York, Eri Hulbert, Kansas, Arlien Johnson, Washington, Jacob Kepecs, Illinois, Ruth Lewis, Missouri, Margaret Reeves, Wisconsin, and Edwin Solenberger, Pennsylvania.

Some discussion then ensued regarding the success of the voting for officers by mail which has now been in effect for a number of years. During the discussion it was pointed out that the present machinery for conducting an election during the annual meeting is largely useless and has been outmoded and that certain changes could be made that would simplify the process. Upon motion duly made and seconded, it was,

National Conference of Social Work
Financial Statement
January 1 - April 30, 1937.

Operating Balance, January 1 \$ 1,347.25

Receipts:

Memberships	\$ 19,335.05
Contributions	267.56
Sales, Bulletin	35.75
Sales, Proceedings	31.40
Refunds	462.48
Miscellaneous	<u>.53</u>

Total Receipts 20,132.77

Total Receipts and Balance \$ 21,480.02

*Expenditures:

Salaries, proper	8,991.46
Salaries, Employee's tax	41.61
Travel	3,257.62
Printing	5,693.58
Postage	1,091.78
Supplies	296.40
Telephone & Telegraph	140.59
Rent	480.00
Equipment & Repairs	103.38
Miscellaneous	215.82
Refunds	5.00
Tax, Federal O. A. A.	101.69
Tax, State U. I.	<u>216.27</u>

Total Expenditures 20,635.20

Balance \$ 844.82

*Functional Distribution of Expenditures:

General Administration	\$ 6,816.52
Membership & Publicity	1,572.55
Annual Meeting	1,667.91
Proceedings	2,309.15
Bulletin	2,656.18
Salary Tax	339.95
Office Operation	5,112.93
Other	<u>160.01</u>

Total \$ 20,635.20

National Conference of Social Work
Budget Statement
April 30, 1937

	<u>Budget Estimates</u>	<u>Actual 1/1 to 4/30/37</u>	<u>Balance</u>
Memberships	\$47,790.00	\$ 18,960.05	\$28,829.95
Guarantees	2,000.00	25.00	1,975.00
Miscellaneous	<u>2,000.00</u>	<u>797.72</u>	<u>1,202.28</u>
Total	\$51,790.00	\$ 19,782.77	\$32,007.23

	<u>Allowed</u>	<u>Expended</u>	<u>Balance</u>
Salaries	\$23,890.00	\$ 9,046.64	\$14,843.36
Travel	5,550.00	2,690.77	2,859.23
Printing	9,950.00	2,143.41	7,806.59
Postage	3,000.00	1,016.95	1,983.05
Supplies	1,000.00	245.85	754.15
Telephone and Telegraph	500.00	105.26	394.74
Rent	960.00	320.00	640.00
Equipment	300.00	92.24	207.76
Miscellaneous	500.00	194.72	305.28
Employ Tax		317.96	-317.96
Refund		<u>5.00</u>	<u>- 5.00</u>
Total	\$45,650.00	\$ 16,178.80	\$29,471.20

<u>Functional Distribution</u>			
General Administration	\$14,700.00	\$ 6,532.97	\$ 8,167.03
Membership & Publicity	4,200.00	1,416.00	2,784.00
Annual Meeting	3,700.00	1,183.76	2,516.24
Proceedings	5,650.00	9.15	5,640.85
Bulletin	4,000.00	1,920.33	2,079.67
Office Operation	12,900.00	4,648.62	8,251.38
Employ Tax, Federal		101.69	-101.69
" " , State		<u>216.27</u>	<u>-216.27</u>
Other	<u>500.00</u>	<u>150.01</u>	<u>349.99</u>
Total	\$ 45,650.00	\$ 16,178.80	\$29,471.20

Forecast

Income

Actual receipts and balance, Jan. 1 - April 30, 1937	\$ 21,480.02
Estimated receipts May 1 - Dec. 30, 1937	<u>32,675.88</u>
Total	54,155.90
Estimated deficit	<u>699.55</u>
	\$ 54,855.45

Expenditures

Actual expenditures Jan. 1 - April 30, 1937	\$ 20,635.20
Estimated expenditures May 1 - Dec. 30, 1937	29,471.20
1936 Proceedings	<u>4,749.05</u>
Total	\$ 54,855.45

National Conference of Social Work

Status of Membership Report

April 30, 1937.

Active	\$3	\$5	\$10	\$25	Total
1st Quarter	147	349	232	160	888
2nd Quarter	568	974	140	118	1800
3rd Quarter	24	90	21	23	158
4th Quarter	<u>41</u>	<u>115</u>	<u>122</u>	<u>149</u>	<u>427</u>
Total	780	1528	515	450	3273

Delinquent:

1st Quarter	33	72	12	7	124
2nd Quarter	<u>2953</u>	<u>1401</u>	<u>54</u>	<u>33</u>	<u>4441</u>
Total	2986	1473	66	40	4565
GRAND TOTAL	3766	3001	581	490	7838

Total advance payments to April 30.

1st Quarter	0	1	0	0	1
2nd Quarter	0	1	0	0	1
3rd Quarter	1	0	0	0	1
4th Quarter	0	2	0	2	4

Voted that the President appoint a committee of three to consider the necessary revisions in the election machinery and to make recommendations to the Executive Committee for submission to the Conference.

The Secretary presented the attached list of organizations who wished to have their status as Associate Groups continued for another year. Upon motion duly made and seconded, it was

Voted that the organizations listed be granted the status of Associate Group for the next ensuing year.

There being no further business at this time, upon motion duly made and seconded, it was

Voted to adjourn.

*Howard Wright,
Genl Secy*

The following Associate Groups who have applied
for status of Associate Group in the Conference
were approved.

American Association for Labor Legislation
American Association of Medical Social Workers
American Association of Psychiatric Social Workers
American Association of Schools of Social Work
American Association of Social Workers
American Association of Visiting Teachers
American Birth Control League
American Home Economics Association, Home Economics in Social Work
Department
American Legion, National Child Welfare Division
American National Red Cross
American Public Welfare Association
American Social Hygiene Association
Big Brother and Big Sister Federation
Child Welfare League of America
Church Conference of Social Work
Community Chests and Councils
Community Chests and Councils, Social Service Exchange Committee
Council of Women for Home Missions
Episcopal Social Work Conference
Family Welfare Association of America
Legal Aid Group
Mothers Aid Association
National Association for Travelers Aid and Transient Service
National Board, Y. W. C. A.'s
National Child Labor Committee
National Committee on Volunteers in Social Work
National Conference of International Institutes
National Conference of Jewish Social Welfare
National Conference of Juvenile Agencies
National Federation of Day Nurseries
National Federation of Settlements
National Girls' Work Council
National Probation Association
National Tuberculosis Association
Salvation Army
Social Work Publicity Council
State Conference Secretaries

Associate Group from whom no application
has been received.

National Institute of Immigrant Welfare

The following Special Groups were approved.

American Association on Mental Deficiency
City General Secretaries' Association of the Y. M. C. A.'s
Clinical Psychology Group
Conference on Immigration Policy
Forum on the American Indian
International Society for Crippled Children
Life Insurance Adjustment Bureau
National Association of Employed Officers of the Y. W. C. A.'s
National Association of Goodwill Industries
National Association for the Study of Group Work
National Children's Home and Aid Association
National Coordinating Committee of Social Service Employee Groups
National Council on Naturalization and Citizenship
National Council for the Physically Handicapped
National Council, Y. M. C. A.'s
Seamen's Agencies

Minutes of the Executive Committee
National Conference of Social Work

Tuesday, May 25, 1937, 4:00 P.M., Parlor B, Claypool Hotel,
Indianapolis, Indiana.

The following members were present: Miss Abbott, the President, Mr. Davies, Mr. Hall, Mr. Hill, Monsignor Keegan, Miss Lenroot, Dr. Lowenstein, Miss McHugh, Mr. Mandel, Dr. Potter, Miss Reynolds, and the General Secretary.

Miss Kate McMahon of Boston on behalf of the special committee consisting of her and Elizabeth Wisner, New Orleans, presented the following nominations for election by the Executive Committee: Mr. Russell Kurtz, New York City, to serve a term of three years on the Editorial Committee, and Miss Arlien Johnson of Seattle and Miss Mary Irene Atkinson of Washington, D. C., to serve terms of three years on the Program Committee. Upon motion duly made and seconded, it was

Voted to approve the nominations and to declare them elected by the Executive Committee.

In the absence of Mr. Paul T. Beisser, the chairman, the Secretary reported that the Committee to Reconsider the Functions of the Time and Place Committee had held several meetings during the year and had found that their responsibility involved considerable more work than originally anticipated. They therefore wish to report progress and hope to have a formal report ready for the Executive Committee at its meeting in the fall of 1937.

Judge James Hoge Ricks of Richmond, Virginia, requested an opportunity to present a recommendation concerning regional conferences to the Executive Committee. He spoke briefly concerning the desirability of regional conferences under the auspices of the National Conference to make the National Conference privileges more accessible to a larger number of social workers. After some discussion it was

Voted that this suggestion be referred to the Committee to Reconsider the Functions of the Time and Place Committee, Mr. Beisser, Chairman, and that at least three members be appointed in addition to this committee in view of its enlarged function.

Miss Joanna Colcord, acting Chairman of the Time and Place Committee, reported that the Committee had given careful consideration to four invitations from Cincinnati, Milwaukee, Buffalo, and St. Paul. For various reasons the choice had narrowed between Buffalo and St. Paul, and the Committee had voted 8 to 6 in favor of Buffalo. There was considerable discussion in the Executive Committee concerning the recommendation of Buffalo on the grounds that by 1939 it might not be possible for Buffalo with its facilities to comfortably handle the Conference. Upon motion duly made and seconded, it

was

Voted that the report be referred back to the Time and Place Committee for further consideration.

There being no further business, upon motion duly made and seconded, the meeting adjourned.

*Howard Wright,
Dist. Secy.*

Minutes of the Executive Committee
National Conference of Social Work

Wednesday, May 26, 1937, 10:00 A.M., Secretary's Office,
Murat Temple, Indianapolis, Indiana.

The following members were present: Miss Abbott, the President, Mr. Davies, Mr. Hall, Mr. Hill, Miss Lenroot, Dr. Lowenstein, Mr. Mandel, Dr. Potter, Miss Reynolds, and the General Secretary.

Miss Joanna Colcord, Acting Chairman of the Time and Place Committee reported that at a special meeting of the Time and Place Committee held the preceding evening they had given further consideration to the time and place for the 1939 meeting of the Conference and upheld their first recommendation for Buffalo. Upon motion duly made and seconded, it was

Voted to approve the report of the Time and Place Committee by a vote of 10 yeas and 2 nays. There being no further business, upon motion duly made and seconded, it was

Voted to adjourn.

*Howard R. Gray, Jr.,
Gen'l Sec'y,*

Minutes of the Executive Committee
National Conference of Social Work

Saturday, May 29, 1937, 8:00 A.M., Parlor B, Claypool Hotel,
Indianapolis, Indiana.

The following members were present: Miss Abbott, the President, Mr. Davies, Mr. Hall, Dr. Lowenstein, Mr. Mandel, Dr. Potter, Miss Reynolds, and the General Secretary.

The entire meeting consisted of informal discussion of the 64th annual meeting of the Conference and various suggestions for the improvement of the next annual meeting.

The Committee adjourned to meet subject to the call of the chair.

*Howard M. King, Jr.,
General Secy.*

Minutes of

Executive Committee

National Conference of Social Work

1937
Sunday, October 17, 2:30 P.M., Sulzberger Room, Federation for the Support of Jewish Philanthropic Societies, 71 West 47th Street, New York City.

The following members were present: Dr. Lowenstein, the President, Mr. Braucher, Miss Brown, Mr. Davis, Mr. Holbrook, Miss Libbey, Mr. Mandel, Miss McHugh, Miss McCall, Miss Reynolds, Dr. Stevenson, Mr. Street, Mr. Washington, Mr. Whitman and Mr. Knight, the General Secretary.

The treasurer, Mr. Arch Mandel, presented the Treasurer's Report. (See financial and membership statements attached.) In presenting the Report the Treasurer pointed out that all of the unpaid bills the preceding year had been paid and that the Conference had kept the bills paid up to the present time. However, unless there were more of an increase in new memberships or special contributions for the balance of the year than seem in sight in the regular way, there will be a deficit at the end of the year. It is obvious that there must be larger regular membership income if the Conference program is to be maintained on its present basis and particularly so if any additional services which are needed are added. The first problem is that of stabilizing the Conference income on a reasonable level following the depression years and in the light of the present situation.

After thorough discussion and upon motion duly made and seconded it was

Voted to accept the report of the Treasurer.

Upon further discussion and after motion duly made and seconded it was unanimously

Voted that the President appoint a committee of the Executive Committee on Conference membership with the responsibility of securing new memberships in various classifications to not only clear up any possible deficit at the end of the year but to assure a reasonably adequate income for next year.

In this connection the Secretary reported on the use that had been made of the privilege of free registration at the annual meeting for agency memberships and some of the difficulties that had been encountered. The average use is less than five per institutional membership. However, last year there was a definite tendency in the Conference city and nearby cities for staff members of an agency to club together and send in a \$25. institutional membership in the name of the organization which in reality was not an agency membership at all but simply a cut rate membership for these individuals.

It was felt that this gave an undue advantage to local people as compared with that of members who travel from a distance and hence incurred greater expense. It was also pointed out that in comparison with other organizations that grant similar privileges for agency memberships that our privileges are excessive. Therefore after thorough discussion and upon motion duly made and seconded it was

Voted that hereafter agencies holding institutional memberships at \$25 a year should be entitled to five free registrations at the annual meeting instead of ten and that agencies holding sustaining memberships at \$10 a year should be entitled to two instead of four.

Mr. Paul Beisser, Baltimore, Chairman of the Committee to Reconsider the Functions of the Time and Place Committee, was present and presented a report from that Committee. (See copy attached.) Mr. Beisser explained that since the Indianapolis meeting three new members have been added to the committee and they have also been charged with the responsibility of studying the whole question of regional conferences. They have not had the time nor opportunity to consider this part of their responsibility as yet so that the report covers only the subject matter of their original responsibility and is signed by only the original members of the committee.

The complete report was discussed at length and by consensus of opinion was referred back to the Committee for certain changes in wording and for the preparation of amendments to the By-Laws and Constitution which would carry its recommendations into effect. Final action on the report with the amendments was deferred until the next meeting of the Executive Committee.

During the discussion of the report, consideration was given to the relationships between Associate Groups and the Conference and particularly financial responsibility for services rendered at the time of the annual meeting. While no action was taken, the Secretary was instructed to discuss informally with the representatives of the Associate Groups at the Program Conference which was to be held several days later some of the suggestions made for financial relationship and secure their reaction to them before formal action is taken by the Executive Committee.

It was called to the attention of the Executive Committee that there was one vacancy in the committee due to the fact that Dr. Lowenstein serves as a member of the committee both by election and as President, in accordance with previous custom, and upon motion duly made and seconded, Mr. Herschel Alt of St. Louis was elected a member of the Executive Committee for the current year.

The hour being late, there was not time for discussion of the report which has been submitted to the members of the Executive Committee in advance of the meeting by the General Secretary. He was, however, instructed to prepare definite recommendations based on the report for consideration and action by the Executive Committee at its next meeting.

There being no further business, upon motion duly made and seconded, it was

Voted to adjourn.

Howard M. King, Jr.
Genl Secy.

National Conference of Social Work

Financial Statement
January 1-- September 30, 1937

Operating Balance, January 1 \$ 1347.25

Receipts:

Memberships	\$38584.37
Contributions	427.56
Sales, Bulletin	100.85
Sales, Proceedings	1451.97
Refunds	956.42
Miscellaneous	10.89

Total Receipts 41532.06

Total Receipts and Balance \$42879.31

*Expenditures:

Salaries, proper	\$18085.29
Salaries, employees tax	122.68
Travel	5401.29
Printing	12304.24
Postage	2563.00
Supplies	472.14
Telephono & Telegraph	478.28
Rent	880.00
Equipment and Repairs	358.93
Miscellaneous	1037.83
Refunds	87.00
Tax, Federal O.A.A.	182.76
Tax, State U.I.	430.51

Total Expenditures 42403.95

Balance \$ 475.36

*Functional Distribution of Expenditures:

General Administration	\$11407.02
Membership & Publicity	3269.10
Annual Meeting	4359.11
Proceedings	7957.11
Bulletin	3933.58
Salary tax	716.33
Office Operation	9985.10
Other	776.60

Total \$42403.95

National Conference of Social Work

Budget Statement

January 1, 1937--September 30, 1937

	Budget Allowance	Actual Income	Budget Balance
Receipts:			
Memberships	\$47790.00	\$37459.37	\$10330.63
Guarantee, Seattle	1000.00	225.00	775.00
Guarantee, Buffalo	1000.00	-	1000.00
Miscellaneous	2000.00	2859.04	+ 859.04
Total	51790.00	40543.41	11246.59
	Allowed	Expended	Balance
Expenditures:			
Salaries	23890.00	18221.44	5668.56
Travel	5550.00	4546.42	1003.58
Printing	9950.00	4419.80	5530.20
Postage	3000.00	1667.54	1332.46
Supplies	1000.00	418.74	581.26
Telephone and Telegraph	500.00	399.09	100.91
Rent	960.00	720.00	240.00
Equipment and Repairs	300.00	347.79	- 47.79
Miscellaneous	500.00	813.73	- 313.73
Employment Tax	-	613.27	- 613.27
Refunds	-	87.00	- 87.00
Total	45650.00	32254.82	13395.18
	Allowed	Expended	Balance
Functional Distribution of Expenditures			
General Administration	14700.00	10970.02	3729.98
Membership and Publicity	4200.00	3101.90	1098.10
Annual Meeting	3700.00	3718.79	- 18.79
Proceedings	5650.00	502.21	5147.79
Bulletin	4000.00	3197.73	802.27
Office Operation	12900.00	9587.30	3312.70
Employment Tax	-	613.27	- 613.27
Other	500.00	563.60	- 63.60
Total	45650.00	32254.82	13395.18

Summary and Forecast

October 1, 1937

Income

Total Income to September 30	\$42,879.31
Fourth Quarter Members (\$4722.)	4,200.00
Guaranties	1,775.00
Second and Third Quarter Delinquent Memberships (\$11,146.)	<u>3,000.00</u>
Total	51,854.31
To be secured from contributions and new memberships	<u>5,306.61</u>
Total	57,160.92

Expenditures

Total Expenditures to September 30	42,403.95
Budget Balance to December 30	14,456.97
Employment Tax (estimate)	<u>300.00</u>
Total	57,160.92

National Conference of Social Work

Status of Membership Report

(as corrected by actual count, September 30, 1937)

<u>Active:</u>	\$3	\$5	\$10	\$25	Total
1st quarter	153	373	242	160	928
2nd quarter	2705	2376	225	144	5450
3rd quarter	20	73	18	26	137
4th quarter	<u>56</u>	<u>150</u>	<u>136</u>	<u>163</u>	<u>505</u>
Total	2934	2972	621	493	7020

Delinquent:

3rd quarter	7	19	5	1	32
GRAND TOTAL	2941	2991	626	494	7052

Advance payments carried:

1st quarter	2	3	0	0	5
2nd quarter	4	23	0	0	27
4th quarter	17	36	30	40	123

Committee to Reconsider Functions of the Committee on Time and Place.

National Conference of Social Work.

Your Committee has spent the past year and a half in careful study of the many problems related to the question of Time and Place of the National Conference, and desires to submit its report herewith. The Committee has made an inquiry by questionnaire from representative social workers in all of the cities in the country which might be able to handle the Conference: It has discussed the problems in conversations with leading representative social workers: Procedures by which large national conventions choose their Time and Place and organize the administration of their Conference machinery has been studied: The problems of Conference finances with relation to any possible changes have been studied, and as well the questions of registration and attendance as revealed by the studies conducted by the General Secretary's office. The General Secretary has made available a wealth of information about the past experiences of the Conference. The Committee has had the able assistance as consultants of two outstanding Convention experts, Mr. Don Mumford of the Hotel Pennsylvania, New York, and Mr. Albert Skeen of the Atlantic City Convention Bureau.

Statement of the Case.

The Committee has given attention to discussion of the situation with which the Conference is faced, which gives cause for reconsideration of the process of selecting the place for the Conference meeting, along the following lines:

1. Although there have been some early Conferences, such as Washington, 1923, with rather large registrations, it is only the last years which have demonstrated that the normal expectancy of annual registrations is much above the average for the period prior to 1930. It is reasonable to expect a continuing increase in the size of the National Conference meetings. The large increase in the number of social workers, due to the public welfare developments of the past three years has only begun to reflect itself in increased attendance. An estimate made by Mr. Ralph Hurlin of the Russell Sage Foundation indicates that there were somewhat more than 40,000 social workers at the time of the 1930 census. The increasing membership of the American Association of Social Workers is perhaps a better indication of the increasing size of the group from which our attendance comes. At any rate all indications point to a constituency and the probable future attendance of a size beyond that which we have experienced, or which has been contemplated by most people. The obvious conclusion is that only a relatively small number of the cities of the country have the facilities to accommodate the Conference of this size.

2. A second phase of change is in the character and distribution of the group of social workers constituting our potential attendance. This is due largely to the growth in the public welfare program. It means that areas of the South and West, which in the past contributed very little to our attendance, now have a fairly large number of workers. Because of the rapid increase, many workers are not trained in the traditional manner and are bound to make use of Conferences so far as possible for their professional value. The conclusion is that the Conference must have some means of making itself accessible to such areas, if these workers are to have an opportunity to attend.
3. As long as the majority of social workers were concentrated in urban areas, there was likely to develop in the larger cities a desire to entertain the Conference and to have the missionary values of it. The Committee's inquiry indicates that this desire to entertain the Conference and the belief in the missionary value is by no means common to these cities now and has apparently been decreasing. The obvious conclusion is that there is less necessity for considering the potential missionary value in the selection of the annual meeting place.
4. A fact which becomes of increasing significance is the increasing number of Negro social workers. Public social work, particularly under civil service, is bringing into the picture more Negro workers and this is bound to increase. It is the belief of the Committee that the increasing number of Negro delegates in our group increases a problem, which we have faced constructively in the past, of securing adequate and proper treatment of our Negro delegates. The Committee realizes that an important precedent has been set up by the action of the Executive Committee in removing the Conference from a city because that city failed to carry out an understanding that there would be no racial discrimination in the matter of housing, use of public dining rooms and restaurants and other public facilities. The Committee is keenly aware of the fact that if this is to be the policy of the National Conference, it would automatically bar invitations from all cities south of the Mason and Dixon line, from all of the border cities and from a large proportion of northern cities, a situation which, obviously, no one wishes to contemplate. The returns from our inquiry indicate that very few cities could really guarantee no discrimination whatsoever. In the West Coast cities there would be little difficulty on the score of Negro delegation, although none have made any statement with regard to Chinese and Japanese. Denver, Detroit, Buffalo, Atlantic City and

perhaps Boston and Philadelphia might be included as cities which give fair assurance. However, this thought is based largely on the opinion of local social workers under present conditions. There is reason to believe that were we to announce such a policy, that many Hotel Associations and Chambers of Commerce would refuse to join in with an invitation. This is not only the opinion of Convention experts but is the actual experience of the Hotel Association of the City of Chicago.

5. All of these factors as stated, in our opinion, place the greatest emphasis on the importance of making the Conference accessible to the various areas of the country recurrently. This obtains regardless of any current enthusiasm, or lack of it, on the part of the cities for inviting the Conference. There is indicated, on the part of the Conference the creation of some conscious method to move itself around the country, which is more definite and more controlled than dependence on local inspiration to submit an invitation. At least there must be some way of balancing the desire, or lack of desire, of a local community to have the Conference against the Conference's obligation to make itself accessible to workers in given areas, and in the light of the precedent set there must be an agreed-upon policy of a kind that will not bar the Conference from making itself accessible to the various parts of the country.

Policy.

The foregoing discussion can be summed up briefly in terms of a policy which the Committee would recommend as a basic policy upon which the Time and Place decision would be made.

1. To reach the maximum number of individual social workers, public and private, public officials and volunteers in the various areas of the country.
2. To reach those cities eager and able to play host to the Conference.
3. To follow the general policy of the Conference itself (that it is a forum) therefore to take no position as to meeting place which would place the Conference on one side or the other of any social, political or economical issue which might be related to the selection of any given city. The traditional practice of the Conference will be followed in negotiations to achieve progress in securing non-discriminating treatment of all of its delegates.

We should like to point out, parenthetically, that economic issues, particularly labor issues, could embroil the Conference in an endless variety of confusing situations.

Recommendation, Procedure and Practice.

To carry out these policies and meet the problems thus far discussed, your Committee is of the opinion that there should be certain changes in the constitution and by-laws of the Conference along the lines suggested therewith:

1. The Time and Place Committee should be organized on the same basis as the Executive and Section Committees with a three-year term overlapping membership, one-third to be changed each year. The Committee should be primarily an administrative committee acting in behalf of the Executive Committee appointed by that Committee.
2. The Time and Place Committee and the General Secretary of the Conference should be charged with stimulating invitations from acceptable cities according to some plan of pre-determined areas to be worked out.
3. The Time and Place Committee to announce at each annual meeting the acceptable cities from which invitations have been had for the meeting two years from that date.
4. During the following year the General Secretary and the Executive Committee should be empowered to conduct inquiry and negotiations leading to the final selection of the city, this selection to be recommended by the Executive Committee to the next annual business meeting. In the event of a negative vote by the Conference membership the question is referred back to the Executive Committee with power.
5. The criteria to be used by the Time and Place Committee and Executive Committee in selecting acceptable cities should be as follows:
 - (a) Adequate, clean housing and feeding facilities for all delegates.
 - (b) Adequate meeting places for the Conference open to all delegates without discrimination.
 - (c) Assurance that the social and civic agencies of the city are willing to have the Conference.
 - (d) A guarantee of sufficient funds to operate the Conference meeting machinery under Conference administration. This /

should be according to a form to be established by the Executive Committee as a part of the negotiations with the city selected. It should provide for the carrying of a greater share of the local financial burden by commercial interests, and a smaller share by the local social work group, than is now the case. The greater administrative cost which would fall upon the Conference should be shared by the various Associate Groups since it represents in part expense incident to the holding of their meetings.

- (e) Assurance that vigorous membership solicitation will be made.
- (f) Supplementary inducements, such as special vacation, sight-seeing or other features which the vicinity offers to Conference delegates.

Pre-Determined Areas

As a result of the Committee's inquiry and discussion, there appeared to be between 25 and 30 cities which might accommodate the Conference. Several of these are very doubtful either in the minds of local people or the Committee or both, particularly Salt Lake City, Denver, Columbus, Indianapolis and Pittsburgh. New York, because of its too great size, should probably be included. The remaining cities group themselves quite naturally into six divisions, West Coast, East Coast, South, Central, Northeast and Northwest. In each there are four cities which are desirable and apparently able to handle the Conference.

It is interesting that the replies to our inquiry were almost unanimous in their approval of some plan of establishing pre-determined areas. Quite without provocation, there was unsolicited suggestion of Atlantic City as a recurrent meeting place by a number of cities. This agrees with the reaction secured by the Committee members from individuals. The suggestions ranged from meeting in Atlantic City every other year to once in every four years. Because of special local conditions in this city it would be necessary for the Conference to carry a larger share of the actual cost of operating the Conference meeting machinery. This might be met by charging an additional attendance fee when the Conference meets in Atlantic City.

These areas could be used by the Time and Place Committee and General Secretary in their search for acceptable places willing to invite in some such manner as the following:

1. Atlantic City
2. Northwest
3. South
4. Atlantic City
5. Northeast
6. Atlantic Coast
7. Atlantic City
8. Central
9. West Coast

This would bring the Conference to Atlantic City once in four years and to each of the areas once in nine years. About six out of every ten years the Conference would include within a radius of 500 miles the areas of greatest density of social work population.

Respectfully submitted,

Paul T. Beisser, Chairman

Mary L. Gibbons

Albert H. Jewell

Rhoda Kaufman

George W. Rabinoff

Minutes of the Executive Committee Meeting
National Conference of Social Work
held in New York City, January 2, 1938
South Hall, Russell Sage Foundation Building

The following members were present: Dr. Solomon Lowenstein, the President; Mr. Braucher, Miss Brown, Miss Coyle, Mr. Davis, Mr. Holbrook, Mr. Kellogg, Miss Lenroot, Mr. Mandel, Miss Reynolds, Mr. Sorenson, Dr. Stevenson, Mr. Street and Mr. Beisser and Mr. Knight, the General Secretary.

The treasurer, Mr. Arch Mandel, presented the following report together with the financial, budget and membership statements. (see copies attached). After a thorough discussion and upon motion duly made and seconded it was

Voted to approve the report of the treasurer. The budget for 1938, which is included in the budget statement submitted with the treasurer's report, was then brought before the Executive Committee. After thorough discussion and upon motion duly made and seconded it was

Voted to adopt the budget as presented.

The Secretary called attention to the study of Conference membership during the past five years. (see copy attached). It explains in large part the financial problem of the Conference.

Mr. Paul Beisser, chairman of the Committee to Reconsider the Functions of the Time and Place Committee, presented the report of the Committee with their recommendations. (see copy attached). After thorough discussion and upon motion duly made and seconded, it was unanimously

Voted to adopt the report of the Committee.

An amendment to the Constitution and By-Laws of the Conference which would carry into effect the reorganization of the Time and Place Committee as recommended by the Committee was presented as follows:

Proposed Amendment to By-Law 4 relative to the Committee on Time and Place.

There shall be a committee on Time and Place which shall be composed of twenty-one members to be selected by the Executive Committee, seven each year for a term of three years. In the year 1938 twenty-one members shall be selected, of whom seven shall be chosen to serve for three years; seven for two years; and seven for one year. Thereafter the Executive Committee shall select seven members each year, each for a term of three years.

This committee in conjunction with the general secretary shall stimulate invitations from acceptable cities and shall announce to each annual meeting the acceptable cities from which invitations

have been received for the meeting two years from that date. In conjunction with the general secretary, the committee shall be empowered to conduct inquiry and negotiations leading to the final selection of the place of meeting. The committee shall report its findings to the Executive Committee not later than the fourth day of the meeting, and the Executive Committee shall transmit this report to the Conference with its approval or other findings thereon. Action on the report of the Executive Committee shall be by a rising vote. The city receiving the highest vote shall be selected. In the event of a negative vote upon the Executive Committee's recommendation, the question shall be referred back to the Executive Committee with power to act; but no selection shall be made in contravention of the vote of the Conference membership taken at such annual meeting. The criteria used by the Committee on Time and Place in selecting acceptable cities for places of meeting of the annual session shall be established by the Executive Committee.

After thorough discussion and upon motion duly made and seconded it was

Voted to approve the amendment and recommend its adoption at the next business session of the Conference.

Mr. Elwood Street, chairman of the Committee to Reconsider the Election Procedure, presented for the consideration of the Executive Committee the following amendment:

Proposed Amendment Abolishing the Election Committee and the "polling place" and providing for the receipt of ballots at the registration desk.

Amend section 7 of the by-laws by striking out the words "polling place" as they occur in lines 8 and 9 of the said section and substitute in place thereof the words "registration desk" in both instances; and by adding after the word "open" in the 9th line of the said section the words "but not later than the end of the third day of the Conference"; so that the said section should read as follows:

"The official ballot shall be sent by mail, to their address of record in the Conference office, to all members of the Conference entitled to vote, or who may become entitled to vote, by the renewal of membership or otherwise, not later than sixty days before the date designated each year for the closing of the polls. Ballots may be returned by mail to the Conference office, but must be received in said office not later than the tenth day preceding the announced date of the first session of the annual Conference; or they may be deposited at the registration desk provided at Conference headquarters, at any time during the period which said registration desk is officially open, but not later than the end of the third day of the Conference. Ballots returned by mail must be signed by the voter, and shall be discarded as invalid if received without such signature."

Amend By-Law 8 by striking out the said by-law and substituting therefor the following:

"The President shall appoint a committee of 3 tellers to whom the General Secretary shall turn over all ballots cast by mail as provided in section 7 of these by-laws. The General Secretary shall at the close of the registration desk at the end of the third day of the Conference, turn over to the committee of tellers all ballots that shall have been filed at the registration desk as provided in said section 7. The ballots shall be counted by the tellers and the result shall be announced at the next general session of the Conference. Election shall be by majority vote of the ballots cast."

After thorough discussion and upon motion duly made and seconded, it was unanimously

Voted to approve the amendment and recommend its adoption at the next business meeting of the Conference.

Mr. Elwood Street, chairman of the Committee on Conference Membership Promotion, reported that a campaign was being organized by his Committee which will seek to increase the regular membership income of the Conference by one-third during 1938. If this increase is secured, it will take care of the deficit carried over into this year and provide funds for some needed new activity. A study of the membership report referred to above shows the necessity of a larger continuing membership in the Conference. It is believed that this can be secured by the work of the Committee of which Mr. Street is the Chairman. Reports as to the progress of this work will be made in each issue of the Bulletin. After thorough discussion and upon motion duly made and seconded the report of Mr. Street and the work of his Committee was approved.

Upon motion duly made and seconded it was

Voted that the President appoint a committee of two members of the Executive Committee to bring in nominations for one person to serve a three year term on the Editorial Committee in the place of Wayne McMillen, Chicago, Ill., whose term has expired and two persons to serve three year terms on the Program Committee in the place of Elizabeth Webster, Chicago, Ill. and Maurice Taylor, Pittsburgh, Pa., whose terms have expired. The Committee will report at the first meeting of the Executive Committee in Seattle. Subsequently the President appointed Miss Rose McHugh of Washington, D.C. and Miss Bortha Reynolds of New York City.

In accordance with the Constitutional provisions and upon nomination duly made and seconded, Mr. Arch Mandel was unanimously re-elected treasurer.

The Secretary reported on a conference he had held with the Bureau of Internal Revenue in Washington relative to the present classification of the National Conference of Social Work which prohibits the deduction from personal income tax returns of contributions to the Conference. Copy of a memorandum prepared by the Secretary is submitted herewith. (see copy attached). After thorough discussion during which it appeared that it was the consensus of opinion that the Conference was in the wrong classification and upon motion duly made and seconded, it was unanimously

Voted that the Secretary take steps with the Bureau of Internal Revenue to secure a reclassification of the National Conference of Social Work so that it will be in the classification where it belongs.

The Secretary presented the following recommendation:

Life membership: Your secretary recommends that the Executive Committee appoint a sub-committee of three of its members to consider the desirability of a new class of life members for the National Conference of Social Work, confer with similar organizations as to their experience with life membership and if in the judgment of the committee it seems desirable to establish such a class of membership, to bring to the Executive Committee a definite recommendation for life memberships, together with such conditions and regulations governing it as seem appropriate.

After thorough discussion and upon motion duly made and seconded, it was unanimously

Voted that the Chairman appoint a committee of three members of the Executive Committee to consider the desirability of a new class of life membership for the National Conference of Social Work.

The Secretary presented the following recommendation:

Optional Membership Privileges for Public Agencies

With the enormous growth of public or tax-supported agencies in the field of social work in the past decade, the Conference has made serious efforts to bring such agencies into the regular institutional membership of the Conference. In a great many instances we have found that there are legal regulations in various cities, counties, and states which prevent such public agencies from taking out memberships. However, they are practically all permitted to purchase books. Your Secretary therefore recommends that there be established an optional type of institutional and sustaining membership for public agencies only. In the sustaining class, at \$10 per year, the public agency be given the option of the usual privileges of membership which include at the present time two free registrations at the annual meeting, or four copies of the Proceedings. In the institutional class, at \$25 a year, the public agency be given the option of ten copies of the Proceedings in lieu of the four free registrations. It is recommended that in each instance of the optional membership privilege that the

privilege of casting one vote and of receiving one copy of the Bulletin be the same as in the usual type of membership. It is believed that with this optional type of membership many public agencies can become members of the Conference in either the \$10 or \$25 class.

Such an arrangement is possible and feasible for the Conference in view of the fact that while the retail price of the Proceedings is \$3, the actual cost to the Conference at the present time is approximately \$1 per volume. With increased production the net cost per volume will go down and thus leave a generous margin of profit for the Conference. If this optional type of membership is approved by the Executive Committee, it is recommended that it be made effective as of January 1, 1938.

After thorough discussion and upon motion duly made and seconded, the Executive Committee adopted the recommendation.

The Secretary presented the following recommendations:

Recommendations Relative to Establishment of an Attendance Fee and Readjustment of Charges to Associate Groups.

The Executive Committee has before it the report of the Committee to Reconsider the Functions of the Time and Place Committee, Mr. Beisser, Chairman: the Implications of that report for the readjustment of financial arrangements with the host city and its suggestion for readjustment of financial arrangements with the Associate Groups. The Executive Committee also has before it an analysis of the movement of memberships during the past five years. From the latter it is quite obvious that there are many persons who attend the annual meeting but apparently are not interested in becoming members. When compulsory registration was adopted prior to the Atlantic City meeting and the fee set at the minimum membership fee of \$3, it was hoped that a considerable group of these persons would desire to continue as members of the Conference. Our hopes have not been realized. From the analysis of membership it is seen that of the 2526 persons who paid the \$3 membership fee at Atlantic City for the first time, only 411 continued their membership the second year and 2115 dropped out at the end of the first year.

Your Secretary therefore, recommends that beginning with the Buffalo meeting of 1939:

I. That the present practice of requiring registration and the securing of an "admit card" before attending section meetings be continued but that the attendance fee for non-members be \$3. This attendance fee does not make these persons members, thus relieving the Conference of recording their names as members, sending them the quarterly Bulletin, a bill for renewal, and the five or six follow-ups. All of this involves considerable expense which in the judgment of your Secretary can be saved without affecting the permanent membership of the Conference. Those who wish to become members will be cordially welcomed.

That a \$1 attendance fee be charged to all members who attend the annual meeting at the time of registration. That this same \$1 attendance fee also be charged persons who are registering at the annual meeting on the memberships of agencies in the \$10 and \$25 class and for bona fide students in training schools of social work or colleges who are certified by their instructors as full-time students.

II. Although the 1939 meeting of the Conference will be operated on existing agreements rather than on any new form of contract which may be adopted for later meetings, it is recommended

1. That beginning with the Buffalo meeting the Conference assume full responsibility for all printing incident to the annual meeting including the Daily Bulletin and the final program.
2. That it assume the full cost of the construction of the booths used by various Associate Groups and other organizations in Conference headquarters.
3. That it charge back to all Associate Groups and Special Groups whose programs are printed in the final program of the Conference at the rate of cost per page plus 50% and for booths a minimum of \$20 per unit.

This scheme seems to be the most feasible and practical one for insuring a larger sharing in the expenses incident to the annual meeting by the Associate Groups and other organizations meeting with the Conference or occupying booths at Conference headquarters.

After thorough discussion and upon motion duly made and seconded, the Executive Committee approved the recommendations and in turn recommended them to the annual business meeting for favorable action.

The Secretary presented the following recommendation:

A Second Volume of the Proceedings To Be Published Yearly
(To contain selected papers presented before Associate and Special Groups meeting with the Conference.)

Your Secretary recommends that a second or companion volume to the Proceedings be published beginning with the Buffalo meeting of 1939, under the following conditions and safeguards.

For a number of years many members of the Conference have expressed regrets that the material presented before the Associate Groups could not be considered for publication in the Proceedings.

An examination of the papers presented before the Associate Groups shows beyond any doubt that there is ample material of equal caliber to that presented in the Proceedings for the publication of a second volume which would contain much valuable material which is not given under present circumstances adequate circulation. However, before undertaking the publication of such a volume certain safeguards should be established so as to assure that there will be no financial loss to the Conference.

1. The hearty cooperation of the Associate and Special Groups, or the majority of them, should be secured. A special memorandum outlining the plan should be submitted to all of the Associate Groups for their comment and approval before launching the plan.

2. The selection of manuscripts to be published in the second volume should rest solely with the Editorial Committee of the Conference so as to have uniformity of editorial standards and the use of the same criteria by which papers from the Sections of the Conference are selected.

3. Only such papers as are submitted by the Associate Groups to the Editorial Committee should be considered. In other words, no paper should be considered which the Associate Groups themselves felt should not be published.

4. As with material secured from the Sections and Special Committees the first rating of these papers should be by the Associate Group itself and according to the same criteria used by the chairmen of Sections and Special Committees. The papers should then be considered by the Editorial Committee on the same basis and with the same procedure as papers from the Sections.

5. Information has been secured from the University of Chicago Press which publishes our present volume of Proceedings as to the cost of a second volume. These costs including additional editorial service and a statement of the estimated market for such a volume are as follows:

Estimates of Costs and Sales of Proposed
Second Volume of Proceedings

		<u>Expenditures</u>
2500 copies		\$2160
1500 Additional Copies @ \$158 per 500		475
		<u>\$2635</u>
10% for handling		\$ 265
Containers		200
Distribution (Mail and Express)		<u>700</u>
		\$3800
Additional Editorial Expenses		\$ 450
Special Advertising		<u>250</u>
Total Cost		\$4500
		<u>Income</u>
To Institutional Members, 500 copies		-
To Personal Members paying \$10 or more, 125 copies		-
To Libraries, 500 Copies		\$1000
To Members by Payment of Additional Fee of \$2, 2500 copies		<u>5000</u>
Total	3625 Copies	\$6000

6. It is recommended that the second volume be sent to regular institutional members at \$25 each without additional cost, and also to personal members paying \$10 or more each year in membership fees and that agencies maintaining either the \$5 or \$10 membership be charged an additional \$2 as with personal members of the Conference. In order to assure in advance of publication income sufficient to cover the additional cost, it is recommended that beginning with October 1, 1938, with all the membership statements sent out, the second volume be announced and members be given the option at that time of having the second volume with the payment of an additional fee of \$2. It will also be announced at this time that if a sufficient number of members do not wish the volume to justify its publication that the extra \$2 will be refunded and that the funds so secured will be held in a separate fund until the final decision is made. If 2500 members of the Conference express the desire to have the second volume by the payment of the additional \$2 fee then the volume will be published in the fall of 1939. This means that each personal member of the Conference would have the option of paying either \$3 membership fee without any Proceedings, \$5 with the Proceedings of the Conference, or \$7 with both volumes. In the event that they are taking both volumes at the \$7 fee they will secure two books which retail at \$6 as the price of the new volume should be the same as for the Proceedings.

After thorough discussion and upon motion duly made and seconded, it was

Voted to approve the recommendation.

It was called to the attention of the Executive Committee that while the classification of membership fees set up in the Constitution and By-Laws clearly intend that agency memberships should be in the \$10 or \$25 class, the statement needed clarification by the Executive Committee because during the past 4 to 5 years more than one hundred organizations have been listed as agency members but in the \$5 class. After thorough discussion and upon motion duly made and seconded, it was

Voted that hereafter organizations be listed in only the sustaining or institutional classification and that where they wish to maintain a \$5 membership it should be classed as a personal membership in the name of some officer of the agency.

In order to clarify the relationship of the Secretary to Conference Committees, upon motion duly made and seconded it was

Voted that the Secretary be ex-officio a member of all Committees of the Conference except the Committee on Nominations.

It was called to the attention of the Executive Committee that this was Alexander Johnson's 91st birthday. It was unanimously

Voted that the Secretary send a telegram of affectionate greeting to Alexander Johnson on behalf of the Executive Committee of the Conference.

There being no further business, the meeting adjourned.

Howard King Jr.
General Secy.

National Conference of Social Work

Treasurer's Report-1937

It is with a feeling of disappointment the Treasurer must report the financial expectations for 1937 of the National Conference of Social Work have not been fulfilled. We entered the year with a net deficit of \$5,427.31, due largely to the unexpected expenditures imposed upon the Conference by a shift of the Annual Meeting to Atlantic City in 1936.

For 1937 we adopted a budget which called for an income of \$51,190.00 of which \$47,790.00 was estimated income from memberships. We had every reason to expect that this income, estimated on past experience, would be forth-coming. The budget expenditures for 1937 were estimated at \$45,650.00, leaving a margin of \$6,140.00 between the estimated income and the estimated expenditures for 1937, an amount sufficient to liquidate the deficit.

Unfortunately, our income from memberships did not reach our estimate. Instead of a net gain of 836 members, as originally estimated, we suffered a loss of 576. Our estimate of membership income for this year was based on the renewal rate of the preceding year plus what seemed to be a reasonable estimate of new memberships for 1937. The 1937 experience has shown a reduction in the renewal rate, particularly in the \$3.00 class, of 11 per cent, and in the \$25.00 class, of four per cent. Also, due to the fact there is a much greater use of the free registration privilege of agency memberships, the new memberships, particularly in the \$3.00 class, did not equal our estimate by a considerable number. Therefore, instead of having a gain in membership and membership income, we suffered not only a loss in number of members but a loss in membership income. The total income for the year has been \$49,350.09 instead of \$51,790.00 as estimated.

Our budgetary expenditures have also exceeded our estimate by \$1,824.73, most of this in two items, travel and printing, or under the second classification under the item of annual meeting. To our budgeted expenditures we had to add the payment of \$871.76 Social Security tax, which was assessed against the Conference by a ruling made early in the year.

The net result is a deficit of \$7,818.22, which we are carrying into 1938, so instead of decreasing our deficit we increased it.

For 1938 the budget estimate of income is \$47,000.00 and the estimate of expenditures is \$47,000.00. The 1938 budget estimate has been prepared to carry the Conference forward on the same basis, approximately, as at the present time with such adjustments as are

Treasurer's report--2

necessary in view of the 1938 meeting being held in Seattle. The prospective membership income without unusual efforts to increase it, will not support a larger budget. This budget makes no provision for paying the deficit of \$7,818.22 which we carry into 1938. Provision for this must be made either from special contributions, from increased membership not already counted on, or radical retrenchment of the Conference program.

It seems apparent that the size of the Conference and the scope of its activities require more funds than the present membership provides. Continuation on the present basis means continuation of increasingly unbalanced budgets, which obviously cannot go on. Further, it is unsound to depend upon special contributions to balance the budget. A stable and normally increasing membership is the healthier basis for the operation of the Conference. This, the Executive Committee has recognized by appointing Mr. Elwood Street as chairman of a special committee to devise ways and means of increasing support through increased membership. It is the recommendation of the Treasurer that the budget for 1938 be adopted as presented. During 1938 the work of Mr. Street's committee will give an opportunity to see what an active campaign for membership will produce. If the membership income will enable us to balance the budget on our present basis, the Conference can, of course, continue with its present scope of activities, but if this should not happen despite an active campaign for memberships, the program for 1939 may have to be curtailed so that the Conference can operate without an annual deficit and perhaps permit liquidating the accumulated deficit. It is believed, however, that the memberships can be increased to support a progressively improved Conference program of activities.

Respectfully submitted,

Arch Mandel,

Treasurer

National Conference of Social Work

Financial Statement

January 1 -- December 31, 1937

Operating Balance, January 1 \$1347.25

Receipts:

Memberships	\$44,267.97
Contributions	1,177.56
Sales, Bulletin	106.85
Sales, Proceedings	1,451.97
Refunds	987.40
Miscellaneous	<u>11.09</u>

Total Receipts \$48,002.84

Total Receipts and Balance \$49,350.09

*Expenditures:

Salaries, proper	\$22,894.05
Salaries, Employee's Tax	159.51
Travel	6,521.66
Printing	12,410.14
Postage	2,900.97
Supplies	529.61
Telephone and Telegraph	560.58
Rent	880.00
Equipment and Repairs	395.53
Miscellaneous	1,197.16
Refunds	87.00
Tax, Federal O.A.A.	219.59
Tax, State Unemployment	<u>540.26</u>

Total Expenditures \$49,296.06

Balance \$ 54.03

*Functional Distribution of Expenditures:

General Administration	\$14,733.94
Membership and Publicity	4,007.45
Annual Meeting	4,719.56
Proceedings	8,074.82
Bulletin	3,933.58
Salary Tax	899.74
Office Operation	12,028.30
Other	<u>898.67</u>

Total \$49,296.06

Budget Statement

January 1--December 31, 1937

and Budget, 1938

Income:	Budget 1937	Actual 1937	Budget 1938
Membership	\$47790.00	\$42667.97	\$42500.00
Guarantees	2000.00	700.00	2000.00
Miscellaneous	2000.00	3619.09	2500.00
Total	51790.00	46987.06	47000.00

Expenditures:

Salaries	23890.00	24031.42	23440.00
Travel	5550.00	6467.07	6750.00
Printing	9950.00	10569.46	9850.00
Postage	3000.00	2737.49	3000.00
Supplies	1000.00	710.62	800.00
Telephone & Telegraph	500.00	492.87	500.00
Rent	960.00	960.00	960.00
Equipment & Repairs	300.00	400.56	300.00
Miscellaneous	500.00	1018.24	500.00
Refunds	-----	87.00	-----
Social Security Tax	-----	871.76	900.00
Total	45650.00	48346.49*	47000.00

General Administration	14700.00	14897.19	14900.00
Membership & Publicity	4200.00	4113.52	3950.00
Annual Meeting	3700.00	5003.69	4700.00
Proceedings	5650.00	6016.31	5650.00
Bulletin	4000.00	4192.75	4000.00
Office Operation	12900.00	12527.10	12400.00
Other	500.00	724.17	500.00
Social Security Tax	-----	871.76	900.00
Total	\$45650.00	\$48346.49*	\$47000.00

*Includes \$9246.95
unpaid bills.

Recapitulations

Total Assets and Liabilities, December 31, 1937

Operating Balance, January 1, 1937	\$ 1347.25
Receipts, January 1--December 31, 1937	48002.84
Unpaid Guarantees	1300.00
Bills Receivable	<u>74.70</u>
Total Assets	\$50724.79
Deficit	<u>7818.22</u>
	\$58543.01
Expenditures, January 1--December 31, 1937	\$49296.06
Unpaid Bills, December 31, 1937	<u>9246.95*</u>
Total Liabilities	\$58543.01

*Proceedings	\$5380.49
Salaries	980.83
Printing	1443.78
Travel expense, officers and committees	803.03
Miscellaneous	<u>638.82</u>
	\$9246.95

National Conference of Social Work

Status of Membership Report

December 31, 1937

<u>Active:</u>	\$3	\$5	\$10	\$25	Total
1st quarter	153	370	242	161	926
2nd quarter	2736	2435	227	146	5544
3rd quarter	24	82	23	26	155
4th quarter	<u>57</u>	<u>150</u>	<u>129</u>	<u>120</u>	<u>456</u>
Total	2970	3037	621	453	7081

Delinquent:

3rd quarter	3	11	1	1	16
4th quarter	<u>8</u>	<u>30</u>	<u>15</u>	<u>34</u>	<u>87</u>
Total	11	41	16	35	103
GRAND TOTAL	2981	3078	637	488	7184

Total advance payments carried:

1st quarter					
renewals	29	70	40	21	160
new	1	4	3	0	8
2nd quarter	7	26	0	0	33
4th quarter	0	1	1	0	2

National Conference of Social Work

Membership Statement 1937

	\$3	\$5	\$10	\$25	Total
Memberships Dec. 31, 1936 renewable in 1937	3813	2937	480	482	7712
1936 Memberships renewed in 1937	1238	2079	434	368	4119
Add unpaid guarantees				12	12
New Members 1937	1733	959	188	85	2965
Add unpaid guarantees				40	40
Total Members Dec. 31, 1937	2971	3038	622	505	7136
Net Gain	-842	101	142	23	-576
1937 Renewal Rate	33.%	71.%	90.%	79.%	

Estimates 1938

1937 Memberships renewed in 1938 (est.)	980	2157	560	399	4096
New Members (est.)	2000	1000	175	100	3275
Total Estimated	2980	3157	735	499	7371
Net Gain	9	119	113	-6	235

Membership Growth

					Gain
1934	1646	2196	239	384	4465
1935	2346	2674	353	424	5797 1332
1936	3813	2937	480	482	7712 1915
1937	2971	3038	622	505	7136 -576
1938 (est.)	2980	3157	735	499	7371 235

National Conference of Social Work

Movement of Membership - 1933 - 1937

This study of the membership of the National Conference of Social Work during the past five years was undertaken to discover what effect three main influences may have had, namely:

1. The great influx of new workers particularly in emergency relief and public agencies which first became evident in the Conference at the Kansas City meeting in 1934.
2. The establishment of compulsory registration with the minimum membership fee as the registration fee. This was initiated at the Atlantic City meeting in 1936.
3. The use of the free registration privileges accorded to agency memberships which reached a new high water mark at Indianapolis in 1937. This year nearly 2000 of the 6700 persons registering at the annual meeting received free registration because of agency membership. Certain special problems relating to this latter fact were reported to the Executive Committee at its last meeting with the result that the Executive Committee has reduced the number of such free registrations to one-half the former figure.

This study analyzes the records of 12,994 persons and 1436 agencies, a total of 14,430 different members in the various classifications that have been members one or more years during the five year period. In addition to these, but not included in the statistical tables, are five individuals who have maintained contributing memberships at \$25 per year during the entire period and one person who maintained contributing membership of \$25 for one year only. Also not included in this analysis is the single agency member maintaining a contributing membership of \$100 per year and one Community Fund which appropriates \$150 per year in lieu of any agency memberships in that city. Finally not included in this analysis is a very small group of less than ten agencies that maintain \$3 memberships.

No recognition is taken in this study of memberships that have changed classification during the period of the study. For example, a \$3 membership one year occasionally changes to a \$5 membership the next year or vice versa. It is our belief that these changes more or less cancel each other. All memberships are included in this study as of the last year of membership.

The procedure followed was to assign a number to each possible combination of years of membership within the five year period, a total of 31 possible combinations. The entire master file of members were keyed according to these numbers and a tabulation made. The

results of this tabulation are shown in the following tables.

For purposes of this study and because they are the definitions used in the office, a new member is one who has not been a member during the preceding year regardless of a possible membership record earlier. A continued member is one continued from the preceding year, but does not necessarily mean that it is continued over a longer period. A dropped member is one who has made no payment of membership fee during a complete year.

No extended discussion of the facts is necessary. The figures speak for themselves. However, it is interesting to note the influence of the influx of new personnel in the social work field beginning with 1934 and the fact that the renewal rate, particularly in the \$3 class of membership, has gone steadily down since then. The next contributing factor in this trend was the establishment of compulsory registration at Atlantic City when more than 4000 new members came into the Conference, a tremendous increase over the preceding year. In the \$3 class alone 2526 became members of the Conference for the first time so far as this study is concerned. Of this number 2115 dropped out at the end of the first year.

While the privilege of free registration of a certain number of staff and board members has been granted to agency members for several years, it was only last year that the privilege was apparently used by many persons who in former years maintained personal memberships. Part of this might have been due to the fact that a new form for certifying such persons was used which caused some confusion on the part of agencies. On the other hand the number of persons formerly members of the Conference or who would ordinarily have become members of the Conference but who took advantage of the free registration privilege, is too large to regard this misunderstanding as the primary factor. Looking at the picture as a whole the most encouraging fact is that the number of continued members has shown a steady increase each year during the period studied. The new memberships have shown a steady increase through 1936 but a considerable reduction took place in 1937, due probably to the extensive use of the free registration privilege. On the other hand the number as well as the percentage dropped have shown a steady increase to figures that should be given serious study so far as future arrangements are concerned.

The ten tables which follow give the facts.

Table 1.
National Conference of Social Work
Movement of Membership - 1933 - 1937
Summary
By All Classes of Membership

Classes	1933 Detroit	1934 Kansas City	1935 Montreal	1936 Atlantic City	1937 Indianapolis
Continued	2956	2826	2970	3678	4114
New	788	1573	2845	4028	2895
Total	3744	4399	5815	7706	7009
Dropped	-	918	1429	2140	3590

Table 2.
National Conference of Social Work
Movement of Membership - 1933 - 1937
Summary
By Class of Membership and Year

Class	1933 Detroit	1934 Kansas City	1935 Montreal	1936 Atlantic City	1937 Indianapolis
Personal					
<u>\$3.00</u>					
Continued	934	843	887	1114	1245
New	384	825	1453	2639	1710
Total	1318	1668	2340	3753	2955
Dropped	-	475	781	1226	2508
<u>\$5.00</u>					
Continued	1394	1373	1479	1752	1925
New	323	657	1119	1103	925
Total	1717	2030	2598	2855	2850
Dropped	-	344	551	846	930
<u>\$10.00</u>					
Continued	87	80	81	89	106
New	-	4	12	41	5
Total	87	84	93	130	111
Dropped	-	7	3	6	22
Agency					
<u>\$5.00</u>					
Continued	101	98	101	121	135
New	8	11	25	27	13
Total	109	109	126	148	148
Dropped	-	11	8	6	13
<u>\$10.00</u>					
Continued	156	140	144	246	326
New	6	20	118	123	180
Total	162	160	262	369	506
Dropped	-	22	16	16	43
<u>\$25.00</u>					
Continued	284	292	278	356	377
New	67	56	118	95	62
Total	351	348	396	451	439
Dropped	-	59	70	40	74

Table 3

National Conference of Social Work

Movement of

	1933			1934			1935	
	New	Continued	Dropped	New	Continued	Dropped	New	Continued
1	33	489	-	-	522	-	-	-
2	19	61	-	-	80	-	-	-
3	6	11	-	-	17	-	-	-
4	13	61	-	-	74	-	-	-
5	6	9	-	-	15	-	-	-
6	11	4	-	-	15	-	-	-
7	4	10	-	-	14	-	-	-
8	38	68	-	-	106	-	-	-
9	7	13	-	-	-	20	20	-
10	3	11	-	-	-	14	14	-
11	3	2	-	-	-	5	5	-
12	12	10	-	-	-	22	22	-
13	6	9	-	-	-	15	-	-
14	11	12	-	-	-	23	-	-
15	16	11	-	-	-	27	-	-
16	196	153	-	-	-	349	-	-
Sub-Total	384	934	-	-	843	475	61	-
17				89	-	-	-	-
18				37	-	-	-	-
19				13	-	-	-	-
20				55	-	-	-	-
21				17	-	-	-	-
22				28	-	-	-	-
23				48	-	-	-	-
24				538	-	-	-	-
Sub-Total				825	-	-	-	-
25							156	-
26							196	-
27							69	-
28							971	-
Sub-Total							1392	-
29								-
30								-
Sub-Total								-
31								-
Total	384	934	-	825	843	475	1453	-
Grand Total		1318			1668			2340

of Membership - 1933 - 1937

Class - \$3 Personal

1935		1936			1937		
Continued	Dropped	New	Continued	Dropped	New	Continued	Dropped
522	-	-	522	-	-	522	-
80	-	-	80	-	-	-	80
17	-	-	-	17	17	-	-
74	-	-	-	74	-	-	-
-	15	15	-	-	-	15	-
-	15	15	-	-	-	-	15
-	14	-	-	-	14	-	-
-	106	-	-	-	-	-	-
-	-	-	20	-	-	20	-
-	-	-	14	-	-	-	14
-	-	-	-	5	5	-	-
-	-	-	-	22	-	-	-
-	-	15	-	-	-	15	-
-	-	23	-	-	-	-	23
-	-	-	-	-	27	-	-
-	-	-	-	-	-	-	-
693	150	68	636	118	63	572	132
89	-	-	89	-	-	89	-
37	-	-	37	-	-	-	37
13	-	-	-	13	13	-	-
55	-	-	-	55	-	-	-
-	17	17	-	-	-	17	-
-	28	28	-	-	-	-	28
-	48	-	-	-	48	-	-
-	538	-	-	-	-	-	-
194	631	45	126	68	61	106	65
-	-	-	156	-	-	156	-
-	-	-	196	-	-	-	196
-	-	-	-	69	69	-	-
-	-	-	-	971	-	-	-
-	-	-	352	1040	69	156	196
		411	-	-	-	411	-
		2115	-	-	-	-	2115
		2526	-	-	-	411	2115
					1517	-	-
887	781	2639	1114	1226	1710	1245	2508
		3753			2955		

Table 4

National Conference of Social Work

Movem

	1933			1934			Movem	
	New	Continued	Dropped	New	Continued	Dropped	New	Co
1	77	879	-	-	956	-	-	-
2	18	92	-	-	110	-	-	-
3	1	7	-	-	8	-	-	-
4	24	102	-	-	126	-	-	-
5	4	13	-	-	17	-	-	-
6	1	6	-	-	7	-	-	-
7	5	13	-	-	18	-	-	-
8	44	87	-	-	131	-	-	-
9	3	17	-	-	-	20	20	-
10	3	7	-	-	-	10	10	-
11	2	1	-	-	-	3	3	-
12	5	11	-	-	-	16	16	-
13	4	14	-	-	-	18	-	-
14	9	7	-	-	-	16	-	-
15	8	6	-	-	-	14	-	-
16	115	132	-	-	-	247	-	-
Sub-Total	323	1394	-	-	1373	344	49	-
17				148	-	-	-	-
18				48	-	-	-	-
19				9	-	-	-	-
20				74	-	-	-	-
21				15	-	-	-	-
22				9	-	-	-	-
23				35	-	-	-	-
24				319	-	-	-	-
Sub-Total				657	-	-	-	-
25							306	-
26							154	-
27							32	-
28							578	-
Sub-Total							1070	-
29								-
30								-
Sub-Total								-
31								-
Total	323	1394	-	657	1373	344	1119	-
Grand Total		1717			2030			2598

ement of Membership - 1933 - 1937

Class \$5 - Personal

1935		1936			1937		
Continued	Dropped	New	Continued	Dropped	New	Continued	Dropped
956	-	-	956	-	-	956	-
110	-	-	110	-	-	-	110
8	-	-	-	8	8	-	-
126	-	-	-	126	-	-	-
-	17	17	-	-	-	17	-
-	7	7	-	-	-	-	7
-	18	-	-	-	18	-	-
-	131	-	-	-	-	-	-
-	-	-	20	-	-	20	-
-	-	-	10	-	-	-	10
-	-	-	-	3	3	-	-
-	-	-	-	16	-	-	-
-	-	18	-	-	-	18	-
-	-	16	-	-	-	-	16
-	-	-	-	-	14	-	-
-	-	-	-	-	-	-	-
1200	173	58	1096	153	43	1011	143
148	-	-	148	-	-	148	-
48	-	-	48	-	-	-	48
9	-	-	-	9	9	-	-
74	-	-	-	74	-	-	-
-	15	15	-	-	-	15	-
-	9	9	-	-	-	-	9
-	35	-	-	-	35	-	-
-	319	-	-	-	-	-	-
279	378	24	196	83	44	163	57
-	-	-	306	-	-	306	-
-	-	-	154	-	-	-	154
-	-	-	-	32	32	-	-
-	-	-	-	578	-	-	-
-	-	-	460	610	32	306	154
		445	-	-	-	445	-
		576	-	-	-	-	576
		1021	-	-	-	445	576
					806	-	-
1479	551	1103	1752	846	925	1925	930
98		2855			2850		

Table 5

National Conference of Social Work

Movement of

	1933			1934			Movement of	
	New	Continued	Dropped	New	Continued	Dropped	New	Conti
1		66	-	-	66	-	-	6
2		9	-	-	9	-	-	
3		-	-	-	-	-	-	
4		2	-	-	2	-	-	
5		-	-	-	-	-	-	
6		-	-	-	-	-	-	
7		-	-	-	-	-	-	
8		3	-	-	3	-	-	
9		-	-	-	-	-	-	
10		-	-	-	-	-	-	
11		-	-	-	-	-	-	
12		-	-	-	-	-	-	
13		-	-	-	-	-	-	
14		-	-	-	-	-	-	
15		-	-	-	-	-	-	
16		7	-	-	-	7	-	
Sub-Total		87	-	-	80	7	-	7
17				4	-	-	-	
18				-	-	-	-	
19				-	-	-	-	
20				-	-	-	-	
21				-	-	-	-	
22				-	-	-	-	
23				-	-	-	-	
24				-	-	-	-	
Sub-Total				4	-	-	-	1
25							7	
26							1	
27							-	
28							4	
Sub-Total							12	
29								
30								
Sub-Total								
31								
Total	-	87	-	4	80	7	12	81
Grand Total		87			84		93	

of Membership - 1933 - 1937

Class \$10 - Personal

1935		1936			1937		
Continued	Dropped	New	Continued	Dropped	New	Continued	Dropped
66	-	-	66	-	-	66	-
9	-	-	9	-	-	-	9
-	-	-	-	-	-	-	-
2	-	-	-	2	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	3	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
77	3	-	75	2	-	66	9
4	-	-	4	-	-	4	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
4	-	-	4	-	-	4	-
-	-	-	7	-	-	7	-
-	-	-	1	-	-	-	1
-	-	-	-	-	-	-	-
-	-	-	-	4	4	-	-
-	-	-	8	4	4	7	1
		29	-	-	-	29	-
		12	-	-	-	-	12
		41	-	-	-	29	12
					1	-	-
81	3	41	89	6	5	106	22
		130			111		

Table 6

National Conference of Social Work

Movements

	1933			1934				
	New	Continued	Dropped	New	Continued	Dropped	New	Continued
1	6	81	-	-	87	-	-	-
2	-	4	-	-	4	-	-	-
3	-	-	-	-	-	-	-	-
4	-	2	-	-	2	-	-	-
5	1	-	-	-	1	-	-	-
6	-	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-	-
8	1	3	-	-	4	-	-	-
9	-	1	-	-	-	1	1	-
10	-	-	-	-	-	-	-	-
11	-	-	-	-	-	-	-	-
12	-	-	-	-	-	-	-	-
13	-	-	-	-	-	-	-	-
14	-	-	-	-	-	-	-	-
15	-	-	-	-	-	-	-	-
16	-	10	-	-	-	10	-	-
Sub-Total	8	101	-	-	98	11	1	-
17				7	-	-	-	-
18				1	-	-	-	-
19				-	-	-	-	-
20				-	-	-	-	-
21				-	-	-	-	-
22				-	-	-	-	-
23				-	-	-	-	-
24				3	-	-	-	-
Sub-Total				11	-	-	-	-
25							18	-
26							3	-
27							-	-
28							4	-
Sub-Total							24	-
29								-
30								-
Sub-Total								-
31								-
Total	8	101	-	11	98	11	25	-
Grand Total		109			109			126

ment of Membership - 1933 - 1937

Class - \$5 Agency

1935		1936			1937		
Continued	Dropped	New	Continued	Dropped	New	Continued	Dropped
87	-	-	87	-	-	87	-
4	-	-	4	-	-	-	4
-	-	-	-	-	-	-	-
2	-	-	-	2	-	-	-
-	1	1	-	-	-	1	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	4	-	-	-	-	-	-
-	-	-	1	-	-	1	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
93	5	1	92	2	-	89	4
7	-	-	7	-	-	7	-
1	-	-	1	-	-	-	1
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	3	-	-	-	-	-	-
8	3	-	8	-	-	7	1
-	-	-	18	-	-	18	-
-	-	-	3	-	-	-	3
-	-	-	-	-	-	-	-
-	-	-	-	4	-	-	-
-	-	-	21	4	-	18	3
		21	-	-	-	21	-
		5	-	-	-	-	5
		26	-	-	-	21	5
					13	-	-
101	8	27	121	6	13	135	13
26		148			148		

Table 7

National Conference of Social Work

Movement e

	1933			1934			Movement e	
	New	Continued	Dropped	New	Continued	Dropped	New	Cont
1	4	122	-	-	126	-	-	-
2	-	4	-	-	4	-	-	-
3	-	-	-	-	-	-	-	-
4	-	3	-	-	3	-	-	-
5	-	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-
7	-	3	-	-	3	-	-	-
8	1	3	-	-	4	-	-	-
9	1	3	-	-	-	4	4	-
10	-	-	-	-	-	-	-	-
11	-	-	-	-	-	-	-	-
12	-	-	-	-	-	-	-	-
13	-	2	-	-	-	2	-	-
14	-	1	-	-	-	1	-	-
15	-	3	-	-	-	3	-	-
16	-	12	-	-	-	12	-	-
Sub-Total	6	156	-	-	140	22	4	-
17				10	-	-	-	-
18				1	-	-	-	-
19				-	-	-	-	-
20				-	-	-	-	-
21				2	-	-	-	-
22				-	-	-	-	-
23				4	-	-	-	-
24				3	-	-	-	-
Sub-Total				20	-	-	-	-
25							91	-
26							10	-
27							-	-
28							13	-
Sub-Total							114	-
29								-
30								-
Sub-Total								-
31								-
Total	6	156	-	20	140	22	118	-
Grand Total		162			160			262

of Membership - 1933 - 1937

Class - \$10 Agency

1935		1936			1937		
Continued	Dropped	New	Continued	Dropped	New	Continued	Dropped
126	-	-	126	-	-	126	-
4	-	-	4	-	-	-	4
-	-	-	-	-	-	-	-
3	-	-	-	3	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	3	-	-	-	3	-	-
-	4	-	-	-	-	-	-
-	-	-	4	-	-	4	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	2	-	-	-	2	-
-	-	1	-	-	-	-	1
-	-	-	-	-	3	-	-
-	-	-	-	-	-	-	-
133	7	3	134	3	6	132	5
10	-	-	10	-	-	10	-
1	-	-	1	-	-	-	1
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	2	2	-	-	-	2	-
-	-	-	-	-	-	-	-
-	4	-	-	-	4	-	-
-	3	-	-	-	-	-	-
11	9	2	11	-	4	12	1
-	-	-	91	-	-	91	-
-	-	-	10	-	-	-	10
-	-	-	-	-	-	-	-
-	-	-	-	13	-	-	-
-	-	-	101	13	-	91	10
		91	-	-	-	91	-
		27	-	-	-	-	27
		118	-	-	-	91	27
					170	-	-
144	16	123	246	16	180	326	43
		369			506		

Table 8

National Conference of Social Work

Moveme

	1933			1934			Moveme	
	New	Continued	Dropped	New	Continued	Dropped	New	Co
1	8	229	-	-	237	-	-	-
2	9	5	-	-	14	-	-	-
3	-	2	-	-	2	-	-	-
4	4	3	-	-	7	-	-	-
5	-	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-
7	1	-	-	-	1	-	-	-
8	24	7	-	-	31	-	-	-
9	-	2	-	-	-	2	2	-
10	-	-	-	-	-	-	-	-
11	-	-	-	-	-	-	-	-
12	-	-	-	-	-	-	-	-
13	-	3	-	-	-	3	-	-
14	-	-	-	-	-	-	-	-
15	-	1	-	-	-	1	-	-
16	21	32	-	-	-	53	-	-
Sub-Total	67	284	-	-	292	59	2	-
17				14	-	-	-	-
18				2	-	-	-	-
19				-	-	-	-	-
20				2	-	-	-	-
21				1	-	-	-	-
22				1	-	-	-	-
23				2	-	-	-	-
24				34	-	-	-	-
Sub-Total				56	-	-	-	-
25							45	-
26							42	-
27							1	-
28							28	-
Sub-Total							116	-
29								-
30								-
Sub-Total								-
31								-
Total	67	284	-	56	292	59	118	-
Grand Total		351			348			39

ment of Membership - 1933 - 1937

Class - \$25 Agency

1935		1936			1937		
Continued	Dropped	New	Continued	Dropped	New	Continued	Dropped
237	-	-	237	-	-	237	-
14	-	-	14	-	-	-	14
2	-	-	-	2	2	-	-
7	-	-	-	7	-	-	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	1	-	-	-	1	-	-
-	31	-	-	-	-	-	-
-	-	-	2	-	-	2	-
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-
-	-	3	-	-	-	3	-
-	-	-	-	-	-	-	-
-	-	-	-	-	1	-	-
-	-	-	-	-	-	-	-
260	32	3	253	9	4	242	14
14	-	-	14	-	-	14	-
2	-	-	2	-	-	-	2
-	-	-	-	-	-	-	-
2	-	-	-	2	-	-	-
-	1	1	-	-	-	1	-
-	1	1	-	-	-	-	1
-	2	-	-	-	2	-	-
-	34	-	-	-	-	-	-
18	38	2	16	2	2	15	3
-	-	-	45	-	-	45	-
-	-	-	42	-	-	-	42
-	-	-	-	1	1	-	-
-	-	-	-	28	-	-	-
-	-	-	87	29	1	45	42
		75	-	-	-	75	-
		15	-	-	-	-	15
		90	-	-	-	75	15
					55	-	-
278	70	95	356	40	62	377	74
396		451			439		

Table 9
National Conference of Social Work
Movement of Membership - 1933 - 1937
Number and Percentage of Memberships According to Number
of Years Retained and by Classes of Membership. The Num-
bers in parenthesis (411) indicate those that have been
continuous since initiation.

\$3 Personal Members

Year	Number	Per Cent
One Year	5490	72.5
Two Years	985 (411)	13.0
Three Years	360 (156)	4.7
Four Years	221 (89)	3.0
Five Years	522	6.8
Total	7578	100.0

\$5 Personal Members

One Year	2526	47.9
Two Years	926 (445)	17.5
Three Years	560 (306)	10.6
Four Years	303 (148)	5.8
Five Years	956	18.2
Total	5271	100.0

\$10 Personal Members

One Year	24	16.5
Two Years	33 (29)	22.7
Three Years	9 (7)	6.2
Four Years	13 (4)	9.0
Five Years	66	45.6
Total	145	100.00

\$5 Agencies

One Year	35	19.1
Two Years	28 (21)	15.2
Three Years	21 (18)	11.4
Four Years	13 (7)	7.1
Five Years	87	47.2
Total	184	100.0

\$10 Agencies

One Year	225	38.5
Two Years	113 (91)	19.3
Three Years	102 (91)	17.4
Four Years	18 (10)	3.3
Five Years	126	21.5
Total	584	100.0

\$25 Agencies

One Year	185	27.6
Two Years	155 (75)	23.2
Three Years	59 (45)	8.1
Four Years	32 (14)	5.7
Five Years	237	35.4
Total	668	100.0

Table 10

National Conference of Social Work
Movement of Membership - 1933 - 1937

Number of Years of Membership by Class of Membership
Personal

Class	One Year	Two Years	Three Years	Four Years	Five Years	Total
\$3	5490	985	360	221	522	7578
\$5	2526	926	560	303	956	5271
\$10	24	33	9	13	66	145
Total	8040	1944	929	537	1544	12994
Per Cent	61.8	14.9	7.2	4.2	11.9	100.0
			Agencies			
\$5	35	28	21	13	87	184
\$10	225	113	102	18	126	584
\$25	185	155	59	32	237	668
Total	445	296	182	63	450	1436
Per Cent	31.0	20.6	12.7	4.4	31.3	100.0

COMMITTEE TO RECONSIDER FUNCTIONS OF THE COMMITTEE ON TIME AND PLACE

NATIONAL CONFERENCE OF SOCIAL WORK

Your Committee has spent the past year and a half in careful study of the many problems related to the question of Time and Place of the National Conference, and desires to submit its report herewith. The Committee has made an inquiry by questionnaire from representative social workers in all of the cities in the country which might be able to handle the Conference: It has discussed the problems in conversations with leading representative social workers; Procedures by which large national conventions choose their Time and Place and organize the administration of their Conference machinery have been studied; the problems of Conference finances with relation to any possible changes have been studied, and as well the questions of registration and attendance as revealed by the studies conducted by the General Secretary's office. The General Secretary has made available a wealth of information about the past experiences of the Conference. The Committee has had the able assistance as consultants of two outstanding Convention experts, Mr. Don Mumford of the Hotel Pennsylvania, New York, and Mr. Albert Skeen of the Atlantic City Convention Bureau.

Statement of the Case.

The Committee has given attention to discussion of the situation with which the Conference is faced, which gives cause for reconsideration of the process of selecting the place for the Conference meeting, along the following lines:

1. Although there have been some early conferences, such as Washington, 1923, with rather large registrations, it is only the last years which have demonstrated that the normal expectancy of annual registrations is much above the average for the period prior to 1930. It is reasonable to expect a continuing increase in the size of the National Conference meetings. The large increase in the number of social workers, due to the public welfare developments of the past three years has only begun to reflect itself in increased attendance. An estimate made by Mr. Ralph Hurlin of the Russell Sage Foundation indicates that there were somewhat more than 40,000 social workers at the time of the 1930 census. The increasing membership of the American Association of Social Workers is perhaps a better indication of the increasing size of the group from which our attendance primarily comes. At any rate all indications point to a constituency and the probable future attendance of a size beyond that which we have experienced, or which has been contemplated by most people. The obvious conclusion is that only a relatively small number of the cities of the country have the facilities to accommodate the Conference of this size.
2. A second phase of change is in the character and distribution of the group of social workers constituting our potential attendance. This is due largely to the growth in the public

welfare program. It means that areas of the South and West, which in the past contributed very little to our attendance, now have a fairly large number of workers. Because of the rapid increase, many workers are not trained in the traditional manner and are bound to make use of Conferences so far as possible for their professional value. The conclusion is that the Conference must have some means of making itself accessible to such areas, if these workers are to have an opportunity to attend.

3. As long as the majority of social workers were concentrated in urban areas, there was likely to develop in the larger cities a desire to entertain the Conference and to have the missionary values of it. The Committee's inquiry indicates that this desire to entertain the Conference and the belief in the missionary value is by no means common to these cities now and has apparently been decreasing. The obvious conclusion is that there is less necessity for considering the potential missionary value in the selection of the annual meeting place.
4. A fact which becomes of increasing significance is the increasing number of Negro social workers. Public social work, particularly under civil service, is bringing into the picture more Negro workers and this is bound to increase. It is the belief of the Committee that the increasing number of Negro delegates in our group increases a problem, which we have faced constructively in the past, of securing adequate and proper treatment of our Negro delegates. The Committee realizes that an important precedent has been set up by the action of the Executive Committee in removing the Conference from a city because that city failed to carry out an understanding that there would be no racial discrimination in the matter of housing, use of public dining rooms and restaurants and other public facilities. The Committee is keenly aware of the fact that if this is to be the policy of the National Conference, it would automatically bar invitations from all cities south of the Mason and Dixon line, from all of the border cities and from a large proportion of northern cities, a situation which, obviously, no one wishes to contemplate. The returns from our inquiry indicate that very few cities could really guarantee no discrimination whatsoever. In the West Coast cities there would be little difficulty on the score of Negro delegation, although none have made any statement with regard to Chinese and Japanese. Denver, Detroit, Buffalo, Atlantic City and perhaps Boston and Philadelphia might be included as cities which give fair assurance. However, this thought is based largely on the opinion of local social workers under present conditions. There is reason to believe that were we to announce such a policy, that many Hotel Associations and Chambers of Commerce would refuse to join in with an invitation. This is not only the opinion of

Convention experts but is the actual experience of the Hotel Association of the City of Chicago.

5. All of these factors as stated, in our opinion, place the greatest emphasis on the importance of making the Conference accessible to the various areas of the country recurrently. This obtains regardless of any current enthusiasm, or lack of it, on the part of the cities for inviting the Conference. There is indicated, on the part of the Conference the creation of some conscious method to move itself around the country, which is more definite and more controlled than dependence on local inspiration to submit an invitation. At least there must be some way of balancing this desire, or lack of desire, of a local community to have the Conference against the Conference's obligation to make itself accessible to workers in given areas, and in the light of the precedent set there must be an agreed-upon policy of a kind that will not bar the Conference from making itself accessible to the various parts of the country.

Policy

The foregoing discussion indicates the importance of a policy in regard to the making of the Time and Place decision. It has been the practice of the Conference to move itself about the various sections of the country in response to invitation from cities eager to play host to the Conference. The tradition has been built up and maintained that the Conference is a forum for the expression of social work opinion and ideas, and that it holds aloof from any official action in regard to political, economic or social issues, local or otherwise.

However, with regard to one issue the Conference has a traditional policy. It has endeavored to secure for the members and delegates attending the same rights, privileges and treatment regardless of race or color. The method used has been quiet negotiation with local communities. The record of progress in the past decade is a matter of pride to all who study it. The secret of success has been the conviction the method has carried that we seek not to revolutionize the social practice and conventions of the community but to guarantee that they do not operate to discriminate against any of our delegates in their full participation in what the Conference has to offer.

Each year has seen some progress and each success makes the next step easier. As the Kansas City (1934) situation illustrated, it has been possible for the Conference by quiet negotiation through its officers to induce a community to modify its conventions to a degree never before achieved in regard to the treatment of our delegates, and at the same time to leave behind a spirit of goodwill and fairer understanding.

It is essential that this continue to be the policy and the method followed by the Conference. Your Committee recommends the following points as a basic policy upon which the Time and Place decision shall be made.

1. That the Conference meet recurrently in a series of predetermined areas, these areas to be selected and announced by the Executive Committee, in such a way as to reach the maximum number of individual social workers, public officials and volunteers in all parts of the country, and to reach those cities eager and able to play host to the Conference.
2. That the Conference, through the process of selection of and negotiation with each Conference city continue its traditional practice to achieve progress in securing non-discriminating treatment of all of its delegates.

Recommendation, Procedure and Practice.

To carry out these policies and meet the problems thus far discussed, your Committee is of the opinion that there should be certain changes in the constitution and by-laws of the Conference along the lines suggested herewith:

1. The Time and Place Committee should be organized on the same basis as the Executive and Section Committees with a three-year term overlapping membership, one-third to be changed each year. The Committee should be primarily an administrative committee acting in behalf of the Executive Committee appointed by that Committee.
2. The Time and Place Committee and the General Secretary of the Conference should be charged with stimulating invitations from acceptable cities according to some plan of pre-determined areas to be worked out.
3. The Time and Place Committee to announce at each annual meeting the acceptable cities from which invitations have been had for the meeting two years from that date.
4. During the following year the General Secretary and the Time and Place Committee should be empowered to conduct inquiry and negotiations leading to the final selection of the city, this selection to be recommended to the Executive Committee for action at the next annual business meeting. In the event of a negative vote by the Conference membership the question is referred back to the Executive Committee with power.
5. The criteria to be used by the Time and Place Committee in selecting acceptable cities should be determined by the Executive Committee along such lines as the following:
 - (a) Adequate, clean housing and feeding facilities for all delegates.
 - (b) Adequate meeting places for the Conference open to all delegates without discrimination.
 - (c) Assurance that the social and civic agencies of the city are willing to have the Conference.

- (d) A guarantee of sufficient funds to operate the Conference meeting machinery under the Conference administration. This should be according to a form to be established by the Executive Committee as a part of the negotiations with the city selected. It should provide for the carrying of a greater share of the local financial burden by commercial interests, and a smaller share by the local social work group, than is now the case. The greater administrative cost which would fall upon the Conference should be shared by the various Associate Groups since it represents in part expense incident to the holding of their meetings and by those attending the Conference.
- (e) Assurance that vigorous membership solicitation will be made.
- (f) Supplementary inducements, such as special vacation, sight-seeing or other features which the vicinity offers to Conference delegates.

Pre-Determined Areas.

As a result of the Committee's inquiry and discussion, there appeared to be between 25 and 30 cities which might accommodate the Conference. Several of these are very doubtful either in the minds of local people or the Committee or both, particularly Salt Lake City, Denver, Columbus, Indianapolis and Pittsburgh. New York, because of its too great size, should probably be included. The cities group themselves quite naturally into five divisions, of which the following is a tentative arrangement.

I. East Coast.

Boston, New York, Atlantic City, Philadelphia, Baltimore, Washington and Montreal.

II. East Central.

Toronto, Buffalo, Cleveland, Pittsburgh, Detroit, Columbus, Cincinnati, Louisville and Indianapolis.

III. West Central.

Chicago, Milwaukee, St. Paul, Minneapolis, St. Louis and Kansas City.

IV. South.

Atlanta, Memphis, New Orleans and Houston.

V. West.

Denver, Salt Lake City, Seattle, Portland, San Francisco and Los Angeles.

In each there are a number of cities which are desirable and apparently able to handle the Conference.

It is interesting that the replies to our inquiry were almost unanimous in their approval of some plan of establishing pre-determined areas. Quite without provocation, there was unsolicited suggestion of Atlantic City as a recurrent meeting place by a number of cities. This agrees with the reaction secured by the Committee members from individuals. The suggestions ranged from meeting in Atlantic City every other year to once in every four years.

These areas could be used by the Time and Place Committee and General Secretary in their search for acceptable places willing to invite in some such manner as the following:

1939	-	II. East Central
1940	-	IV. South
1941	-	I. East Coast
1942	-	III. West Central
1943	-	V. West
1944	-	I. East Coast
1945	-	IV. South
1946	-	II. East Central
1947	-	I. East Coast
1948	-	III. West Central
1949	-	V. West

This is weighted in favor of the larger centers of social work population but would take the Conference to the Pacific Coast and to the deep South about once in five years. It would also make it possible to meet frequently in Atlantic City, as the eastern seaboard cities which are so close together would undoubtedly prefer to see the Conference held there.

Memorandum re Ruling of Bureau of Internal Revenue relative to the Deductibility of Contributions to the National Conference of Social Work from Income Tax Returns.

Occasionally during the past few years the question has arisen as to the deductibility of membership fees and contributions to the National Conference of Social Work from Federal income tax returns. The most recent occurrence was a year and a half ago when request was made to the internal revenue office by letter for a ruling that would permit such deductions. In each case where we have asked for this ruling we have been informed that the original ruling made in 1923 still stood and such contributions could not be deducted from personal income tax returns. At the request of the president of the Conference, the secretary while in Washington recently discussed the question with the Bureau of Internal Revenue with the following results:

1) The original ruling relative to the National Conference of Social Work was made in 1923. There is no copy of this original ruling in the Conference files. The Bureau of Internal Revenue has destroyed all of its records prior to 1925 so it is impossible to secure a copy of the original ruling at the present time. All that remains in the office of the Bureau of Internal Revenue is a card file record of the ruling that had been made relative to our organization. In each instance where we have asked for a new ruling or new interpretation, the request has been turned over to a clerk who simply referred to the card file record and confirmed the original ruling. We cannot discover that there has been any reconsideration of the facts in the case despite submission in letter form of such evidence with our request. It is probable that if we had brought a test case with legal advice, the matter would have been reopened. But no such test case has been brought by any of our contributors.

2) The law covering this situation has been changed since 1923 and the Revenue Act of 1936 now governs the situation. The particular clause applicable to the Conference reads as follows: "In the case of an individual contributions or gifts made within the taxable year to or for the use of (2) a corporation, or trust, or community chest, fund, or foundation, organized and operated exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals, no part of the net earnings of which inures to the benefit of any private shareholder or individual, and no substantial part of the activities of which is carrying on propaganda, or otherwise attempting, to influence legislation."

In addition to the statement from the law there have been several rulings based on test cases, notably that of the Survey Associates, which would support our belief that the National Conference of

Social Work should be classified with these organizations and contributions should be deductible from individual income tax returns.

It was the opinion of the person at the Bureau of Internal Revenue with whom we discussed the matter that if a definite demand were made for reclassification, we would be classified under this section.

3) A year ago when provisions of the Social Security Act went into effect a request was made for a ruling from the State of Ohio authorities as to the status of the National Conference of Social Work. We were asked to get a ruling from Washington. This was done with the result that it was ruled that the National Conference of Social Work came under the provisions of the Social Security Act. This ruling was based on the prior ruling of 1923 which established the classification for the Conference. During the year 1937 the Conference has paid the necessary taxes provided by the Social Security Act, both on the unemployment compensation and the old age provision.

4) In the event of a reclassification of the Conference which would change our status to come under the section of the law cited above, our status relative to the Social Security law would also be changed and all fees that had been paid in would ultimately be refunded.

5) It was the unofficial opinion of Mr. Sunderland, with whom we talked, that if we did not raise the question regarding our status, the present status would be retained for some time to come although there is no assurance that we might not be automatically reclassified at some future time. Recently some 29,000 questionnaires have been sent to organizations in the welfare field and others claiming exemption from federal income tax provisions, asking for information as a basis for reclassification. No such questionnaire was sent to the Conference because the original ruling had been so recently (1936) confirmed.

It seemed wise to your secretary to take no further action other than securing of the information until the matter had been presented to the Executive Committee.